

4-11-2016

Columbia Chronicle (04/11/2016)

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College's lack of faculty, staff diversity is a bad match for students

PAGE 20

Street art on 79th Street boosts positive imagery

PAGE 13



April
11
2016

Open House preparation up, but fewer RSVPs

» LAUREN KOSTIUK &
ANDREA SALCEDO LLAURADO
CAMPUS EDITOR & REPORTER

NEARLY 400 FEWER prospective students RSVP'd to Columbia's April 2 Open House compared with last year's event. Of that, only 54 percent of the 1,596 students who RSVP'd attended.

Ania Greiner, director of Enrollment, Events & Services, said one possible reason for the low turnout of those who RSVP'd was the cold, snowy weather conditions the day of the event.

Open House is Columbia's largest enrollment-focused event, which encourages prospective students to enroll at Columbia by inviting them and their families to campus for tours, presentations and meet-and-greets with current and former students.

According to Jeff Meece, associate vice president of Enrollment Management, the college implemented a new collegewide system for tracking Open House attendance in which people who RSVP'd were alerted to check in when they arrived at the event via an email or text notification.

A total of 864 prospective students attended Open House. Data on attendance at previous Open House events was unavailable, as this is the first year such a collegewide system tracked attendance, Meece added.

Meece said the new check-in system had previously been used for campus tours, and it should allow the college to better predict future enrollment numbers.

"Now that we have a good tracking method we can count on, we can start to build that data and make a correlation [between Open House and enrollment] potentially down the road," Meece said.

In addition to the new check-in system, the college took some new approaches to interacting with prospective students at Open House.

For the first time, Vice President of Student Success Mark Kelly addressed prospective students and their families during the Open House welcome sessions along with President and CEO Kwang-Wu Kim's usual presentation featuring current students and motivational videos showcasing Columbia's culture.



Columbia's April 2 Open House, a collegewide event that encourages prospective students to enroll, attracted 864 potential students, only 54 percent of those who RSVP'd.

» PHOTO ILLUSTRATION/LOU FOGLIA

This year also marked the first Open House in which the Office of Marketing and Communications helped develop recruiting materials for the Office of Enrollment Management, according to Deborah Maue, vice president of Strategic Marketing & Communications. She said her team also helped develop the presentations by Kelly and the various academic departments.

"The core message in terms of our educational approach is a convergence of creative arts, liberal arts and business that we provide to our students," Maue said.

Greiner, who said Open House preparation begins a few months before the event, said she hopes to improve Open House's marketing by targeting more admitted students of varying educational levels. Greiner also said her team is working to improve the Open House communications by making the schedule of events available online prior to the event.

Kelly said he was happy to see more students participating in interactive presentations showcasing their major, like the Music Department's drum circle and the Photography Department's presentation

of the various forms of photography they created. Students also gave one-on-one feedback to prospective students about college life and academic experiences at Columbia.

The total number of students who RSVP'd decreased from last year, but chairs of several academic departments, including Theatre, Radio, Television, Cinema Art + Science, Audio Arts & Acoustics, Creative Writing and American Sign Language, said they had a large turnout for their departments' presentations and sessions.

SEE HOUSE, PAGE 11

Students deserve clarity on sexual assault resources

» **KYRA SENESE**
EDITOR-IN-CHIEF

With the month of April marking Sexual Assault Awareness Month nationwide, the college has scheduled several events to spread awareness of the problem of sexual violence on campus.

Although these educational efforts are well-intentioned, the events and exhibits alone are not enough to combat the prevalent problem across college campuses.

As reported in the story on Page 9, a recent allegation of a campus sexual assault is currently under investigation at Columbia.

The case brings up several areas in which students at the college seem to not know their rights, or where to access available resources to them or how to report incidents in which they feel they have been harmed.

Several students' reckless activity on Twitter in response to the alleged campus sexual assault also reveals a widespread ignorance among students as to the repercussions they could face for taking to social media to publicly dox the alleged offender, who has not been convicted of a crime or a violation of campus rules at this point in the investigative process.

Although students claimed they felt the only way their concerns about campus safety and respecting alleged victims' rights would be acknowledged was if those worries were made public online, those who chose to publish identifying information about the alleged assailant on Twitter have made themselves vulnerable to defamation lawsuits in the event that the alleged offender is found innocent.

Aside from the apparent widespread lack of knowledge among students about the legal dangers they could bring upon themselves by posting irresponsibly on social media—however impassioned they may rightfully be on the issue of sexual violence—students also don't seem to be aware of the college's Title IX policies, where to access the vital resources available to them or even that the college has designated Title IX coordinators on campus whose jobs are directly meant to serve students seeking the information.

While Columbia has been long known as a progressive college that aims to



serve its students and ensure a safe campus, more needs to be done on the college's part to educate the student body on what constitutes a sexual assault on campus, the college's procedure for conducting an investigation and their rights under the law should they ever have to face such an instance or if they are ever accused of a sexually violent act.

The college's Sexual Misconduct and Procedure Handbook is made available to students through Columbia's website, but this information is not widely publicized and is certainly not explained to students thoroughly or on a regular basis.

Implementing more in-depth training for students, faculty, staff and administration on the college's Title IX policies, which many say are more thorough than those of several other colleges', would be more effective than expecting students to read a lengthy handbook in print or online.

The "mandatory" sexual assault webinar introduced to the campus in the Spring 2015 Semester was a meaningful gesture but falls short of providing students with thorough education that should be done in a classroom or new student orientation setting. Students, staff, faculty and even administrators cannot be expected to memorize this detailed information in the form of a quiz-like webinar.

More events should be incorporated year-round on campus and in classrooms to ensure students are aware of their rights or at least are knowledgeable about where to find information and resources that could help them if a need for those resources ever unfortunately occurs.

ksenese@chroniclemail.com

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» PHOTOS MARIA CARDONA/CHRONICLE

Students danced to Sir the Baptist's "Raise Hell" music video as he was announced as Manifest 2016's headliner on April 8 at the Conaway Center, 1104 S. Wabash Ave.

Sir the Baptist to 'Raise Hell' as Manifest headliner

» CAROLYN BRADLEY
CAMPUS REPORTER

LOCAL GOSPEL RAPPER Sir the Baptist said he is ready to make students dance to his upbeat music as Manifest's headliner set on May 13 at Columbia's annual urban arts showcase.

His appearance was announced April 8 at the Student Programming Board's first-ever Headliner Release Party at the Conaway Center, 1104 S. Wabash Ave.

Sir the Baptist, who grew up as William James Stokes, was born and raised in the Bronzeville neighborhood and sang in the choir at his preacher father's church as a young boy.

He said the church choir changed his perspective on life and community efforts, especially with the blending of other performers' voices with his own.

"If you see me perform, you will see it's about the whole community, and everybody is singing with me," Sir the Baptist said.

Jake Dagit, SPB's director of event

productions and a sophomore business & entrepreneurship major, said SPB wanted to support the local music community.

"We wanted to select artists who were representing the area, were starting to do well and were on the upswing of their career," Dagit said.

Sir the Baptist said he plans to bring industry professionals he knows, such as marketing directors and agents, to Manifest to have them see and hear a different side of Chicago that includes Columbia's up-and-coming artists.

"I want to inspire [Columbia] by bringing them a huge gift," Sir the Baptist said. "You get so far down the road, and you don't really have the connections to live your dream. I'm going to try my hardest to get every industry person I know to Manifest."

Ian Valiente, president of SPB and a junior business & entrepreneurship major, said Sir the Baptist was the best option for a headliner because he is a local artist.

"He references a lot of the situations that are going on in Chicago," Valiente said. "I

think in our community we'd be able to find [why] he is relevant as our headliner."

Valiente said Sir the Baptist will perform in a preacher's robe with a gospel choir behind him.

Jazmyne Davis, a freshman business & entrepreneurship major, said she found Sir the Baptist's music video for his hit single "Raise Hell" entertaining and expects him to create hype for Manifest with his music.

"I feel like he will be even better live because he will have an audience and feed off of their energy," Davis said.

Aarun Simon, a junior business & entrepreneurship major, said he thinks it is important for Sir the Baptist to talk about social issues through his music.

"That's part of our job as artists to speak about what is happening in the world and shed light on that," Simon said.

Scott Englert, Sir the Baptist's marketing director and a senior business & entrepreneurship major, said he met the artist in 2015 while Sir the Baptist was driving for Lyft, a ridesharing service.



Englert said he expects the headlining to be an opportunity for both energy and marketing ideas to be exchanged.

"It is going to be a unique experience," Englert said. "We really try and do everything possible to bring an experience that is not always expected, [such as] making sure we have a giant choir and [bringing] a huge sound."

cbradley@chroniclemail.com

P-Fac wins years-long case against college



The Part-Time Faculty Union led by Diana Vallera, an adjunct professor in the Photography Department and P-Fac president, won its case March 24.

»LAUREN KOSTIUK
CAMPUS EDITOR

THE NATIONAL LABOR Relations Board has ruled in favor of the college's Part-Time Faculty Union in a dispute over whether the college was within its rights to cut the number of credit hours taught by adjunct faculty—thereby reducing their pay—without negotiating the decision.

In its March 24 finding, the NLRB ruled by a margin of 2-1 that Columbia violated federal labor laws in 2010 and 2011 by unilaterally reducing the number of credit hours for 10 courses.

In a separate but related decision, the NLRB also ruled that the college illegally took steps against Diana Vallera, an adjunct professor in the Photography Department and P-Fac president, in 2012 when

it reduced her teaching load and investigated her for alleged “misconduct” when she complained the college had put her home under surveillance, a claim that was never substantiated, as reported Sept. 4, 2012 by The Chronicle.

The disciplinary actions regarding surveillance were later dropped on Nov. 15, 2012, during a meeting between the administration and Vallera.

In the pay reduction case, P-Fac challenged the college's decision to reduce credit hours while it simultaneously declined to negotiate for several months without any detailed resolution of the issue. The NLRB said this was a violation of federal labor law.

“[This case] reinforces that the college has to give us a chance to bargain when they want to do certain things,” said Michael Persoon, P-Fac's attorney at Despres, Schwartz & Geoghegan, Ltd.

In its ruling, the NLRB ordered Columbia to reimburse P-Fac for its negotiating expenses because it found the college's

actions “egregious.” The college was also ordered to reimburse the affected part-timers for the wages they lost due to the credit-hour reductions.

Cara Birch, spokeswoman for the college, said the negotiations between P-Fac and the college for a new collective bargaining agreement happened during 2011–2012 under an old administration. Birch said the college is exploring various options including an appeal to the federal courts.

“The college disagrees with the majority's decision and acknowledges the well-reasoned and detailed dissenting opinion,” Birch said. “However, the college continues to work with P-Fac to resolve any ongoing matters, and strives for positive outcomes for the campus community as a whole.”

A provision of P-Fac's contract states that administrators have the right “to plan, establish, terminate, modify and implement all aspects of educational policies and practices, including ... the establishment, expansion,

subcontracting, reduction, modification, alteration, combination or transfer of any job, department, program, course, institute.”

The college argued that the provision gave Columbia the right to change the credit hours. However, the NLRB ruled that when the college changed adjuncts' credit hours for courses, it directly affected adjuncts' wages and could not be viewed as “managerial discretion.” The ruling stated the college cannot change credit hours without bargaining.

The NLRB ruling orders the college to resume negotiations on the issue with P-Fac and to compensate part-time faculty members who lost wages due to the college reducing the adjunct faculty members' credit hours.

“This ruling by the National Labor Board confirms and acknowledges the long history of illegal practices by Columbia College Chicago,” Vallera said in a March 30 letter to P-Fac.

lkostiuk@chroniclemail.com

Jammin' with Jane

You're invited to network and enjoy food, music by Jukie Tha Kidd, dancing, and a photo booth this Cinco de Mayo! Participate in a Silent Auction as we help raise funds and awareness for...

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Where: 101 Gallery at 33 E. Congress Pkwy, Chgo.

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Price: \$10 (Includes Buffet & Non-Alcoholic Drinks)

Please consider bringing new or gently used clothing items to be donated.

Jammin' with Jane is an annual fundraising event, hosted by Columbia College Chicago's Special Events and Promotions students.
www.jamminwithjane.com

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The Music Center at Columbia College Chicago 1014 S. Michigan Avenue

Music Department Events

Monday April 11

Meet the Artist with Wycliffe Gordon 12:00 pm

Tuesday April 12

Alexandria Bartlett Senior Recital 7:00 pm

Wednesday April 13

Wednesday Noon Guitar Concert Series at the Conaway Center* 12:00 pm
Isaiah Oby Senior Recital 7:00 pm

Thursday April 14

Student Piano Recital #5 at the Sherwood 7:00 pm
Wycliffe Gordon Residency Concert at the Jazz Showcase 8 & 10 pm
For Tickets, call 312-369-8330 or visit wycliffegordoncolumbia.eventbrite.com

Friday April 15

Niko Puzio Senior Recital 7:00 pm
Wycliffe Gordon Residency Concert at the Jazz Showcase 8 & 10 pm
For Tickets, call 312-369-8330 or visit wycliffegordoncolumbia.eventbrite.com

Saturday April 16

Wycliffe Gordon Residency Concert at the Jazz Showcase 8 & 10 pm
For Tickets, call 312-369-8330 or visit wycliffegordoncolumbia.eventbrite.com

Sunday April 17

Wycliffe Gordon Residency Concert at the Jazz Showcase 4 & 8 pm
For Tickets, call 312-369-8330 or visit wycliffegordoncolumbia.eventbrite.com

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ENSEMBLE

Students and faculty participated in the Stencil Project, held at the 33 E. Congress Parkway Building on April 6, to help raise awareness of sexual assault.



» PHOTOS G-JUN YAM/CHRONICLE

Sexual assault awareness to expand through creative displays

» CAROLYN BRADLEY
CAMPUS REPORTER

STUDENT ACTIVITIES AND the Office of Student Health and Support are working together to foster awareness of sexual assault across campus throughout April with student-produced creative films, poems and galleries.

Kristen Bauer, the college's Title IX deputy coordinator and health educator within SHS and a member of the Sexual Assault Awareness Education Committee, said in an April 7 emailed statement that the committee formed three years ago to educate students about sexual assault.

"SAAEC plans to continue these efforts in the future because the events have been such a success," Bauer said.

Celina Falcon, a senior advertising major and marketing assistant for Student Activities, said Student Activities worked

with SHS and SAAEC to bring attention to the issue and spoke to classes to encourage students to attend the events.

"There is a way to help [survivors] get through what [they] went through with creative arts healing," Falcon said. "We do not want to have people feel ostracized because something happened to them that they did not deserve."

Josh Corson, a junior creative writing major and president of Columbia's Point Blank Poetry club, said the club has been working with SHS to organize events for the initiative.

"Problems like this need to be addressed," Corson said. "We have built a community that is supposed to be a safe environment for all of us to grow not only in our craft but [in] who we are as people."

cbradley@chroniclemail.com



Catherine Abood, an American Sign Language-English Interpretation major, painted a pillar addressing consent and "no means no" as part of the project.



Susan Imus, chair of the Creative Arts Therapies Department, signed the "Consent Rocks" board to participate in the Stencil Project.



From left, Lauren Milburn, a dance graduate student, Abood and Laura Downey, a part-time research coordinator in the Creative Arts Therapies Department, all participated in the Stencil Project, a campaign to create decorations and raise sexual assault awareness and consent, displayed in Gallery 101 located on the first floor of the 33 E. Congress Building.

‘Confirmation’: Clarence Thomas 2.0

» **ANDREA SALCEDO LLAURADO**
CAMPUS REPORTER

BOARD OF TRUSTEES member and President of HBO Films Len Amato is back at Columbia with “Confirmation,” a multidimensional film that will sway opposing characters, even if they had previously picked sides, he said during his recent visit to the college.

The Office of Development and Alumni Relations hosted an advance screening of “Confirmation,” HBO’s new film directed by Rick Famuyiwa and written by Susannah Grant, on April 5 at the Film Row Cinema auditorium in the 1104 S. Wabash Ave. Building.

The movie, which will premiere April 16, returns to 1991 to tell the story of Clarence Thomas’ Supreme Court nomination hearings in which young University of Oklahoma law professor Anita Hill

accuses him of sexual harassment. Actor Wendell Pierce, who has performed in TV series and movies including “Selma” and HBO’s own “The Wire,” plays Thomas, and actress Kerry Washington, most recognized for her role as Olivia Pope in the TV series “Scandal,” plays Hill’s character.

The movie was followed by a Q&A during which moderator Ron Falzone, associate professor in the Cinema Art + Science Department, asked Amato, a 1975 alumnus of the then-Film Department, about the film’s release during a politically charged time, given the upcoming presidential election and recent nomination to the Supreme Court, as well as the objective approach its producers took to telling the story, and the direction HBO Films is headed.

“With HBO films, what we like to do is subvert expectations,” Amato said. “[With] some of the films we do, we like to tell a story

where you think you might know what it is, and then we surprise you when it dives a little deeper. This film fits that category.”

Amato said the film required plenty of research, including interviews and exploring news archives to make sure they told the “essential truth.”

“It felt like it would be a great story because there was this intersection of gender, politics [and] race,” Amato said.



» **MARIA CARDONA/CHRONICLE**
Len Amato, board of trustees member and president of HBO Films, presented an April 5 advance screening of HBO’s most recent film, “Confirmation,” and encouraged the audience to look at the story from many sides.

During the Q&A session, junior cinema art + science major Jeremiah Baffour-Oséi asked Amato how directors were chosen for the film and if there were other candidates for the positions.

Amato said film director Rick Famuyiwa’s recent success with the movie “Dope” at Sundance Film Festival and his interest in politics made him a good fit for “Confirmation,” especially considering the film’s political nature.

Director of Board Relations Heather Gallenbeck said the event was an opportunity for Amato, one

of the college’s most successful alumni, to engage with students and have a “prime time” discussion with them.

“Supporting the students at Columbia is core to the mission of the board of trustees, so any opportunity we can have to bring [the members of our board] within the student community we feel is very important,” Gallenbeck said.

Falzone said Amato characterizes himself as being open with students, something that does not always happen with guest speakers visiting the college. For Falzone, the best thing students can take from such an event is not the Q&A discussion but the personality of the guest.

“What is really special about the film is that it is not so much about these two people [Thomas and Hill],” Falzone said. “They are actually portrayed in the film more as victims [of] what went on. It is really about the ways things get decided in this country.”

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Faculty Senate approves two new motions

» LAUREN KOSTIUK
CAMPUS EDITOR

THE FACULTY SENATE approved two motions at its April 8 meeting that would reduce the number of summer credits required for graduate students to be considered full-time students. The Senate also modified a position known as an academic ombudsperson that assists in fairly resolving faculty complaints.

Dawn Larsen, an associate professor in the Business & Entrepreneurship Department, said by reducing the number of credit hours from nine to five for full-time graduate students in the summer, more graduate students will be able to afford summer classes and enroll full-time because the designation will enable them to get financial aid.

Larsen said the Graduate Policy

Council made the motion to help improve affordability because financial aid is not made easily available to students taking summer courses, and students have difficulty qualifying for it.

"This is a technicality, and this helps our students go full-time as it is required in many programs," said Susan Imus, chair of the Creative Arts Therapies Department.

Larsen said Cynthia Grunden, assistant vice president of Student Financial Services, supported modifying the requirements. Larsen added that the number of credits for full-time graduate students in the Fall and Spring semesters will remain at nine credits.

Jeff Abell, interim chair of the Art & Art History Department, said Faculty Senate has always debated how many credit hours should be required of full-time graduate students.



» G-JUN YAM/CHRONICLE

The Faculty Senate discussed and approved two motions regarding summer graduate credit hours and the position of academic ombudsperson on April 8.

"This simply clarifies all of [the confusion] so there is no longer a situation where a graduate student would be told 'Yes, you have these required summer hours, but there is no way for you to qualify for financial aid,'" Abell said.

The motion from the Faculty Affairs Committee to approve changes to the description of the academic ombudsperson was needed to clarify the different practices and standards of the position, said Eric Scholl, associate chair of the Television Department.

"We took the things we felt were the deal breakers, that were absolutely essential, to be part of an ombudsperson, and we spelled them out," Scholl said.

Abell said he thought the original version of the proposal passed by the Senate on May 5, 2015, was vague and he thinks this is a stronger and clearer proposal.

"This [proposal] seems much more specific and focused on turning it into an actual job description," Abell said. "This resolves a number of the things that were left kind of

'Well it could be this or that,' in the original form."

Scholl said he hopes to start the hiring process for the position soon.

The academic affairs committee also said it will review the Universal Learning Outcomes, which were released by the ULOs Committee on March 16, during its next committee meeting and will bring the proposal to motion during the next full senate meeting in May.

"We fully intend to process this and deliver it back to this body at our next meeting without any concern for substantial changes in the document," said Alton Miller, associate professor in the Communication and Innovation Department.

Other concerns addressed during the meeting were the importance of the Senate's involvement with the selection of the new vice president of Online Education and the need to continue to monitor the reviewing process of school deans every three years.

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colum.edu/creativewriting

Photos by Jacob Boll ('12) and Phil Dembinski ('08)

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Story in Fiction & Film: International (GA credit)

Foundations in Creative Writing

Topics in Creative Writing: Writing as a Collaborative Art

Topics in Creative Writing: Story & Performance

Fantasy Genre Writing

Readings in Nonfiction: Queer Writers

CRW: Gender and Difference (PL credit)



Students frustrated with progress of sexual assault case

» **ARABELLA BRECK**
OPINIONS EDITOR

AS COLUMBIA HOSTS collegewide events throughout April in observance of Sexual Assault Awareness Month, the college has allegedly allowed a sexual assault complaint filed Feb. 1 to go without a hearing, which some say could be a potential violation of the U.S. Department of Education's recommended 60-day limit for such investigations. Students made allegations of foot-dragging on social media.

There is currently a Title IX violation with Columbia under federal investigation, according to the Know Your Title IX website. The college declined to confirm if this complaint is the same complaint or corroborate it was filed on Feb. 1, as sources suggested, according to Cara Birch, spokeswoman for the college.

The Chronicle contacted students involved with and familiar with the complaint.

Within two weeks of when these sources say a student filed a report with Columbia's Title IX coordinator, the alleged offender had been moved to a different residence building, The Chronicle was told.

But there is still no word on a hearing date that the student was promised, according to a student who identified herself as the alleged victim's roommate.

"She has sent them several emails and had no response," the student told The Chronicle. "The only response she got was the Title IX people telling her to stop talking about it. They said to stop talking about the rape and to not have any contact with [the alleged offender] or any third party contact."

In response to a request for comment, the alleged offender

said: "The allegation is false, and I won't disclose more [because] the investigation is still underway."

The U.S. Department of Education recommends a sexual assault investigation, including fact finding, holding a hearing and determining what actions should be taken by the institution, should be completed within 60 days after a sexual assault is reported.

Columbia's own policy is to follow the 60-day guideline for completing an investigation, holding a hearing and rendering a determination, according to the college's Student Sexual Misconduct Policy & Procedures.

The 60-day mark for this incident passed on April 1, based on the alleged Feb. 1 filing date.

An investigation is always to be completed within 60 days, Birch said. However, she said, holding a hearing and rendering a determination may take place after that 60-day time frame.

"Both [parties] need to go through a hearing process," Birch said. "Both sides select who would

sit on that committee for that hearing. A hearing can be delayed depending on whether the parties approve of the committee."

According to the Foundation for Individual Rights in Education, a national nonpartisan nonprofit dedicated to defending the individual rights of university students and faculty, it is not unheard of for investigations to become delayed. Factors such as witness unavailability can hinder investigations from fitting into the time frame, said Joe Cohn, the foundation's legislative and policy director.

"It makes sense to schedule the hearing promptly," Cohn said. "It is important hearings aren't so rushed that investigations aren't completed thoroughly first and [both parties] involved have the opportunity to prepare."

Beverly Anderson, the college's Title IX Coordinator, said in an emailed statement through the college's press office that each Title IX investigation is investigated using the college's guidelines.

SEE ASSAULT, PAGE 10

Title IX

Contact Info

- **To file a complaint:** Contact Beverly Anderson, Ed.D., Associate Dean/Title IX Coordinator at banderson@colum.edu or (312) 369-8593 or other responsible employees, including all full-time and part-time faculty and staff members.

- **For information or support without initiating a complaint:** Contact Kari Sommers (312) 369-7623 or Orterio Villa (312) 369-6945. Ms. Sommers and Mr. Villa are non-professional counselors and advocates.

- **For those in need of confidential Title IX resources and support:** contact the Columbia Student Health Center (312) 369-6830, Columbia Counseling Services (312) 369-8700 or Columbia Student Relations (312) 369-8595.

For 24-hour emergency reporting, students can contact Columbia's security command center at (312) 369-1111 or the Chicago Police Department by calling 911.

» **ALEXANDER AGHAYERE/CHRONICLE**

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"Regardless of external variables, the college must and will investigate and adjudicate as required by its Sexual Misconduct Policy & Procedures," Anderson said.

All allegations of sexual misconduct at the college are investigated, according to an April 8 emailed statement from the college.

"To protect the integrity of any potential investigation process and to respect the privacy of our community members, Columbia does not comment on such matters," the statement said.

Frustrated with what they perceived as a lack of action, the alleged victim's friends discussed bringing the issue to the attention of their peers and the college. They decided to not publicize the alleged victim or offender's name, they said.

"We figured that the only way to voice our opinions in a way where we knew people would become aware of it was through Twitter and mentioning the college in our tweets and mentioning Dr. Kim," the alleged victim's roommate said.

President and CEO Kwang-Wu Kim responded to two students' posts from his Twitter account.

"Columbia takes this seriously & it's currently under investigation. If you have further concerns, please DM @ColumbiaChi," Kim said in response to both posts.

The alleged victim's roommate said she recognizes making the alleged offender's name public before any adjudication has been made could result in legal repercussions. However, others who are not affiliated with her or her roommates published his name and residence information.

Sophomore theatre major Alexis Jarriell did not post the name, but said she understood why students wanted to make his name public.

"I feel conflicted [because] I don't think that he should be protected from feeling embarrassed and from being made to feel that he has been pointed out," she said.

The risk of making an alleged offender's identity public is that it could result in a defamation lawsuit if the alleged offender is not proved guilty, Cohn said.

"Ultimately, people have the free speech rights to talk about issues, including people," Cohn said. "You do not have the right to say things that are demonstrably false. If someone is accused of being a rapist, but it turns out later that they aren't, the first person may be subject to a defamation lawsuit. None of that should be decided by the university. Defamation should be decided by courts."

As of press time, the alleged offender has not received any known consequences aside from being moved to a different residence building to separate the alleged victim and alleged offender.

Three students, the alleged victim's roommate, Jarriell and Makenzie Beyer, a freshman creative writing major, said they have seen the alleged offender on campus since the report was filed.

"I can't imagine how the victim feels when she bumps into [the alleged offender]," Beyer said.

It can be appropriate, Cohn said, for institutions to take actions such as suspending people involved in an investigation or

moving parties involved to different residence buildings.

"Interim measures [can be taken] so long as they are not linked to a conclusion of guilt, and on a case-by-case basis, institutions should have fairly broad powers," Cohn said. "People do not have to be in fear every time they get into an elevator or in the laundry room. [Moving someone out of a building] makes sense and doesn't require [administration] to figure out if the accusation is right or wrong."

Residence Life confirms if the parties involved in an investigation are in the same residence building and if one of them should be moved, Birch said.

Whether or not colleges and universities should conduct sexual assault investigations at all is a practice that should be questioned, Cohn said.

"Institutions of higher education do not have the tools to [conduct investigations] properly," Cohn said. "[Institutions] should be involved in the roles they can do very well, like preventative education and making sure people

get connected to the right law enforcement, medical professionals and counselors, and making sure people know how to navigate the system."

The alleged victim was referred to counseling services at the college, according to the alleged victim's roommate. The college offers 10 free sessions to students.

Columbia launched a mandatory webinar addressing on-campus sexual misconduct on April 17, 2015, and by Sept. 28, 2015, only 20 percent of continuing students had completed training, and 100 percent of new and transfer students completed the training, as reported Sept. 28, 2015, by The Chronicle.

Above all else, students' safety in such situations should be priority, Jarriell said.

"I understand there is a legal process, but it's a safety issue, and that's the bottom line to me," Jarriell said. "I'm not trying to retaliate [or] make this school look bad, but I am just in general saying I don't think that it is safe."

abreck@chroniclemail.com

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HOUSE, FROM FRONT

John Green, chair of the Theatre Department, said his department attracted the usual turnout of more than 100 prospective students. Prospective theatre students met with faculty, watched a student showcase and interacted with current students.

"Being able to talk to current students without any faculty [or] parents present makes [students] want to come here," Green said.

Jeff Schiff, interim chair of the Fashion Studies Department, said he was disappointed by the turnout

of 75 students, which he said was the lowest number of students the department has experienced.

"Each year going forward is completely different, even if we could determine a pattern, it won't tell us much because the educational landscape is changing dramatically every year," Schiff said.

Larissa Mulholland, associate chair of the Education Department, said 19 prospective students attend her department's sessions.

She added that the college is more organized overall, but students in her department had difficulties navigating the campus.

Peter Cook, chair of the American Sign Language Department, and Diana Gorman, associate chair of the department, said in an April 7 emailed statement that the department had 28 prospective students, which was normal for the department, many of whom have already applied. They said they hope to see an increase in deaf students applying to the college.

"[We] believe Columbia has a lot of potential to offer for deaf students, especially in the media fields," Cook and Gorman said.

Donnalee Huddleston, a prospective theatre major from

California who said she will be enrolling next fall, said Open House reassured her feeling of commitment to the college.

"I liked talking to the musical theater people and seeing what the next four years will be like curriculum-wise," Huddleston said.

Robert DeLeon, a prospective television major from Indiana who confirmed he will be attending Columbia, said he was inspired by the opening sessions because they motivated him to be creative and push his boundaries.

"I liked the idea that they still looked at the business side of

things as far as marketing because in the end you have to make a living off of it," DeLeon said.

The chairs of the Art + Art History, Business & Entrepreneurship, Communication & Media Innovation, Dance, Design, English, History, Humanities & Social Sciences, Interactive Arts & Media, Music and Photography Departments could not be reached for comment as of press time.

The acting chair of the Science & Mathematics Department declined to comment.

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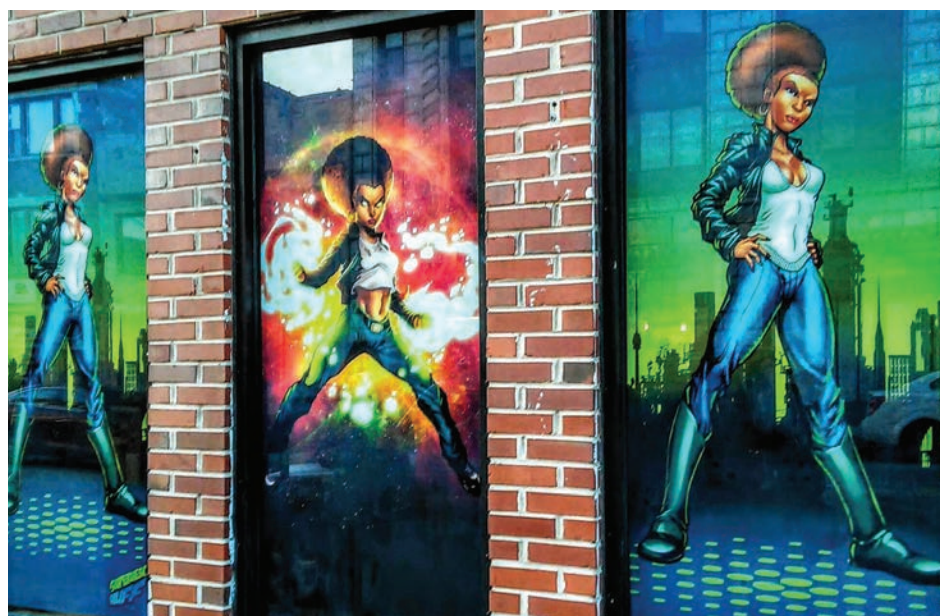


» Photos Courtesy EIRAN FELDMAN

Imagery of Chance the Rapper and Common boosts Chatham



Paintings of Chance the Rapper and Common are plastered on buildings on 79th and Evans streets in the Chatham neighborhood to boost positive imaging.



» **GRETCHEN STERBA**
ARTS & CULTURE REPORTER

CHANCE THE RAPPER and Common are returning to their native neighborhood but in a different way: through art.

The new murals at the northeast corner of 79th and Evans streets in Chatham display the two iconic Chicago rappers as part of a new community art project to dress up the South Side neighborhood.

Chris Devins, a Chicago artist and urban planner, painted the two South Side natives as part of “Chatham 2.0,” a new public arts project in the area.

Commissioned to help reaffirm community identity, the project also features the “You Are Beautiful” campaign by Chicago designer Matthew Hoffman and a series of vibrant paintings of black women as superheroes by local artist Yorli Huff.

Devins started his mural in April 2015 after First InSite Realty commissioned him to create art that would support a more positive outlook for the community.

“I’m looking to counter the constant negative imagery put out by the corporate media,” Devins said.

Eiran Feldman, principal of First InSite Realty, said the project started after Chatham’s Micro Market Recovery Program identified areas of the city that experienced high foreclosure rates as well as numerous empty buildings with high criminal activity.

Feldman said the area needed a more uplifting image to support job creation and young adult outreach. After seeing Devins’ murals in Bronzeville, which he said attempt to “rebrand” that neighborhood

by depicting iconic African Americans, Feldman said he believed he could do something similar for Chatham.

“The perception outside of the community—and even within the community—is that nothing good is going on,” Feldman said. “What we wanted to do was put these images out there of role models from the community who have gone outside the community to do good things.”

Feldman also said the role models would not be limited to people who have just “made it” outside of Chatham but also would include community members who have worked toward communicating a positive message that is contrary to the materialistic messages found in some rap music lyrics.

Devins said he wanted to focus on three ideas of community development: identity, sustainability and mobility.

“I’m interested in art that is immediately accessible and available to everybody,” Devins said. “I’m not interested in impressing people with my awesome technique as I am in producing things that affirm the community’s identity.”

Devins said this project has been something he has worked on almost daily, but he has eased himself into it by working on it for approximately two to three hours a day so the art does not have a “quick and dirty result.”

The images of Common and Chance the Rapper are currently on display, but Devins said the project is not yet over. He is currently working on another portrait of Englewood native Jennifer Hudson, which will be ready for an April 30 pop-up art event in Chatham.

Jonathan Whitaker, a content provider and a community activist in Chatham, went to Luther High School South with Common in 1988 and 1989 and read about the paintings in the news. As soon as he saw the story, he said he walked about six blocks to the location from his apartment on South Dobson to see the murals and take photos of them.

Whitaker was born and raised on the South Side, and said he sees the importance of two relevant figures in the media represented in a neighborhood where violence occurs frequently.

Whitaker said that many murals in the South Side show people many residents do not know, so they are forced to search them on the internet. But he said because Common and Chance are so well-known, they do not have to.

“[Those] images represent that out of the madness that’s going on, something positive has clearly broken through and made it,” Whitaker said.

gsterba@chroniclemail.com

behind the beat

» JACOB WITTICH
MANAGING EDITOR

Billboard music charts show more meme than music

It's not unusual for former hit songs to resurface on popular music charts generations after their musical peaks.

Madonna's 1989 hit "Like a Prayer," for instance, skyrocketed to the top of the iTunes Top Songs chart following the veteran pop star's 2012 Super Bowl Halftime Show performance.

Queen and David Bowie's collaboration "Under Pressure" peaked at No. 45 on the Billboard Hot 100 following the untimely death of pop-rock icon Bowie.

Under the right circumstances, it makes total sense that a classic throwback track would gain some modern-day spins.

However, a recently viral meme that gave second wind to an old Simon & Garfunkel track from the '60s suggests these circumstances are not always legitimate and highlights what could be a major flaw in Billboard's current system of tracking popular music.

"Sad Affleck," a video featuring a disheartened Ben Affleck sulking in silence as he learns of the overwhelmingly terrible reviews of his latest film, "Batman v Superman: Dawn of Justice," was posted March 24 to the YouTube account Sabconth. In it, the frame slowly pans into a close-up of Affleck's somber facial expression while Simon & Garfunkel's melodramatic "The Sound of Silence" plays in the background.

As of press time, the viral video has already gained nearly 22 million views since being posted, propelling the track into the top 10 of Billboard's Hot Rock Songs chart about a half-century after its initial release.

Not to say that "The Sound of Silence" is not worthy of such recognition. It is a Simon & Garfunkel classic that even topped Billboard's Hot 100 chart back in its prime. However, given the meme's viral nature, it is clear that this second wave of recognition for Simon & Garfunkel's artistry does not come from an adoring place.

In February 2013, Billboard dramatically updated its Hot 100 ranking system



to incorporate data on YouTube views of clips containing an artist's music.

The policy change reflected the rising popularity of music videos and their influence on the general public's listening habits, but it also elevated some undeserving songs to "hit" status.

The updated Hot 100 formula has allowed truly popular and deserving songs, like Rihanna's music video-assisted hit "Stay" to excel on the Billboard charts. But it has also given rise to some less-deserving songs like EDM producer Baauer's "Harlem Shake," which people appreciated as nothing more than a comedic dance craze rather than a well-produced and meaningful song.

Billboard has implemented a series of updates in recent years to stay up-to-date with current music industry trends. The magazine decided in 2013 to include streaming statistics from major on-demand music outlets to count toward songs' Hot 100 positions. Later in 2014, Billboard's album chart was also updated to include streaming statistics in its ranking system.

While these updates have been generally welcomed by industry professionals, instances like Simon & Garfunkel's sudden resurgence resulting from a viral meme demonstrate a need for further reform. Billboard's charts should reflect the most popular songs at a given moment, not which ever memes people seem to enjoy most.

jwittich@chroniclemail.com



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FROM THE FRONT ROW



Sam Harris, lead vocalist of X Ambassadors, during the rock band's performance at House of Blues on April 6.

» SANTIAGO COVARRUBIAS/CHRONICLE

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» Courtesy JASON CONSOLI
Jesse Clegg, who will open for his father, Johnny Clegg, on April 14 and 15 at City Winery Chicago, 1200 W. Randolph St., said playing some shows with his father is like being on a family road trip.

»ARIEL PARRELLA-AURELI
ARTS & CULTURE REPORTER

Jesse Clegg’s first memory of Chicago’s harsh winds will not stop the South African musician from performing in the Windy City as part of his Spring 2016 North America Tour. The rock-pop singer is touring with his music partner, Gavin

South Africa’s Jesse Clegg leaves ‘Souvenir’ on USA

Shea, to support his third album, *Things Unseen*, which features singles “Use Me” and “Souvenir.” The album is not officially released, but Clegg is selling early versions of it on his tour.

The 27-year-old was exposed to a wide range of music from a young age, partially due to Clegg’s family music history. His father is Afro-pop musician Johnny Clegg, a famous musician and anthropologist in South Africa.

Jesse Clegg’s sound fuses U.K. and U.S. rock-pop styles with organic electronic vocals. Clegg’s previous guitar-heavy albums, *When I Wake Up* and *Life on Mars*, earned platinum success in his home country. Jesse Clegg is also an ambassador for the Nelson Mandela 46664 Foundation, which raises money to combat HIV and AIDS prevention in Africa.

Jesse Clegg is set to perform alongside his father April 14 and April 15 at City Winery Chicago, 1200 W. Randolph St., for special performances of the tour in which his father will headline.

The Chronicle spoke to Jesse Clegg about his South African influence, his new album and being an activist.

THE CHRONICLE: What are some of your musical influences?

JESSE CLEGG: I grew up in South Africa within the music industry there. I listened to a lot of African music [and] various world music. Then, when I was a teenager, everyone goes through that little teenage phase where you discover Nirvana and all the grunge bands, like Smashing Pumpkins. You dye your hair red, and you walk around with a scar on your face—that was me for two years. I had that whole grunge rock thing, and that’s when I started to play with guitar and songwriting.

How does the U.S. music industry compare to South Africa’s?

South Africa is a much smaller industry. It is a different experience to be here because in South Africa I am an established artist. I have radio play and management and record deals. In the States, it is definitely intimidating when you see the sheer size of the industry and the size of the touring schedules you have to travel. Especially in the genre I play, I feel like there is slightly more [familiarity]; the audience has listened to this kind of music in America. They come to it with a more nuanced taste, and I quite like that. In South Africa, the style of music I play is not mainstream at all. There is more Afrikaans music and a massive, urban house-electronic scene. It’s interesting to be here, where this is

considered totally mainstream, as opposed to South Africa, where it is on the sidelines.

What is your role as an official ambassador for the Nelson Mandela Foundation?

[The foundation] hosts a series of concerts which are fundraisers for HIV awareness and treatment, and a lot of the proceeds go to the Nelson Mandela Children’s Fund. The last one we did was in 2011, and it was a concert in New York [with] lots of international acts. They raised a huge amount of money for the cause in South Africa, and it’s a really important, well-organized charity fund that is trying to better the situation in Africa as a whole.

What is the biggest takeaway from sharing your music with fans?

It’s nice to be able to share a musical moment with people, especially singing songs that are personal and you see someone relating to it in their own way. There is that connection, and that is the magic of music. You can have something totally subjective, and it becomes universal. You can feel it when you are onstage, and the audience is with you, they are really listening. Everyone experiences it together. This moment in time is ours.

aparrella@chroniclemail.com

▶

Life-altering songs

Staff Playlist

» ARABELLA BRECK OPINIONS EDITOR	» KYRA SENESE EDITOR-IN-CHIEF	» MITCH STOMNER GRAPHIC DESIGNER	» CLAYTON HADDOCK WEBMASTER
“Reflection” Lea Salonga	“Complicated” Avril Lavigne	“Sugar Rhyme” Bonobo	“Freaks and Geeks” Childish Gambino
“Way Back Home” Prince	“Paint” The Paper Kites	“The World at Large” Modest Mouse	“When You Were Young” The Killers
“Highway Unicorn” Lady Gaga	“Father” The Front Bottoms	“Science is My Girlfriend” Neat Beats	“Anna Molly” Incubus
“Chicago” Sufjan Stevens	“Everywhere” Michelle Branch	“Boxcutter Emporium, Pt. 1” Sixtoo	“Comin’ Home” City and Colour
“House of the Rising Sun” The Animals	“Beat It” Michael Jackson	“Luv(sic.), Pt. 3” Nujabes ft. Shingooz	“Sittin’ on the Dock of the Bay” Otis Redding

Old theater paper gets digital reboot

» ZOË EITEL
ARTS & CULTURE REPORTER

BEFORE IT CEASED publishing in 2011, the Chicago theater community newspaper PerformInk was known as a resource for anyone in the local entertainment industry or looking to break into it.

Now it's back as a performing arts website, thanks to two adjunct professors in Columbia's Theatre Department—Jason Epperson, a 2014 alumnus, and his wife, Abigail Trabue, a 2004 alumna—who bought PerformInk's rights and relaunched it in late March, Epperson said.

Epperson explained that he and Trabue wanted to start a site like PerformInk for "quite some time" because the publication's demise

left a "hole" in the community for the resources it had provided.

"Eventually, we thought, 'PerformInk is already a brand that exists, and I wonder if we could get the rights to it,'" Epperson said.

Carrie Kaufman, former publisher of PerformInk, turned over the rights for PerformInk to Epperson on March 1, in addition to the publication's archives, which date back to 1987, according to Epperson.

Kaufman joined PerformInk in 1990 and bought the publication later that year, expanding its style and coverage, she said.

"We started doing the kinds of things the [Chicago] Reader and the [Chicago Tribune] were doing but with an eye toward people who work in the industry, not

people who come to see the shows," Kaufman said.

Epperson said the goal of PerformInk, which will feature audition information, reviews and hyperlocal theater news, is to be a one-stop shop for the Chicago

theater community while attracting more of the general public than it previously did.

The website's reviews and audition notices will connect readers to smaller theater companies and artists, as well as some larger Chicago

theaters such as Steppenwolf or the Goodman, he said.

"We are focusing on getting the smaller shows reviewed, getting the comedy scene reviewed, burlesque, dance, those areas that don't get a lot of support in Chicago mainstream media," Epperson said. "We're hoping to provide an outlet for them to get some information out to the industry and the general public."

The majority of contributors will be those working in the theater community, providing an insider voice, he said.

Epperson said the website will also feature a forum and blogs and be supplemented by a weekly digest sent by email in the near future, he said.

Anne Libera, an assistant professor in the Theatre Department and director of the Comedy Studies program, said PerformInk was a place to find out what was happening in the community beyond the entertainment coverage other papers were focusing on.



SEE PERFORMINK, PAGE 24

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Pop-up alley parties to return to Loop in May

» **GRETCHEN STERBA**
ARTS & CULTURE REPORTER

INTERACTIVE ART AND music that appeal to all five senses will soon come to uncommon Chicago gathering places—alleys.

ACTIVATE, the popular Chicago Loop Alliance's arts series, is returning for a third year May 13 through October 31 to host pop-up alley experiences in the Loop.

Last summer, more than 30,000 people attended the ACTIVATE events, which transformed alleys into urban art and social events that filled the typically underutilized spaces in the city.

For this season, the theme is "art and music of the five senses," according to Marla Gamze, marketing director for the Chicago Loop Alliance.

"We all know what it's like when you're on the street and you are not interacting with others, but when you are in this space where you have got art and music and you are dancing, it all turns into

a really [immersive] experience," Gamze added.

Alleyway visitors will be able to take part in the art, said Michael Edwards, president and CEO of the Chicago Loop Alliance, in a March 29 press release. He also said ACTIVATE is stepping up its game like never before.

"This year, we are taking audience participation to the next level," Edwards said. "Each year,

ACTIVATE continues to grow and evolve. We are thrilled to present a new series of events to residents and visitors who have attended in past years and to those who will be experiencing it for the first time."

Gamze said the demographics of participants vary.

"Some people bring their families and dogs, and some are urban explorers. Other people are students and residents who

live nearby and others come from outlying neighborhoods," Gamze said. "We do surveys at the end of each event, and it's astounding because the demographics are quite varied."

Gamze said ACTIVATE recently began a charity partnership, something the organization has never done before. Some of the proceeds from the events will be donated to Snow



» Photos Courtesy ELIZABETH NEUKIRCH

Members of the art community will be able to engage in art related to this year's ACTIVATE shows theme: the five senses.



Chicagoans and outsiders can start purchasing tickets to ACTIVATE's alley-based art series that involves interactive art as well as music.

SEE ALLEY, PAGE 24

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Columbia alums launch international literary journal

» **ARIEL PARRELLA-AURELI**
ARTS & CULTURE REPORTER

WHAT STARTED AS a conversation about literature over beers has snowballed into the formation of a new graphic literary journal, *Polycephaly*, which launched April 10.

Aiden Weber, director and producer of the journal, a 2014 creative writing alumnus and former Assistant Sports & Health Editor at *The Chronicle*, said he wanted to leave his mark on the Chicago community before moving to France for a life change in a few months with his girlfriend, Marin Labelle, one of the graphic designers for the literary project.

Weber said the magazine staff includes two other Columbia alumni, Sean Sullivan, a 2015 creative writing major who works in

the Undergraduate Admissions Office, and Sofia Bibliowicz, a 2013 marketing major.

Polycephaly, which means multi-headed in English, is a semi-annual literary journal featuring poetry, fiction, nonfiction, photography and illustrations from global artists, Weber said. With seven writers, three illustrators and two designers from around the world, Weber said the international team worked tirelessly to create the finished 184-page product.

"Everybody's enthusiasm built off the [others']," Weber said. "It became a giant thing that kind of took over my life."

Bibliowicz, who now lives in New York and does marketing and public relations for the magazine, said *Polycephaly* is a perfect fit for Chicago's do-it-yourself culture and the magazine market because

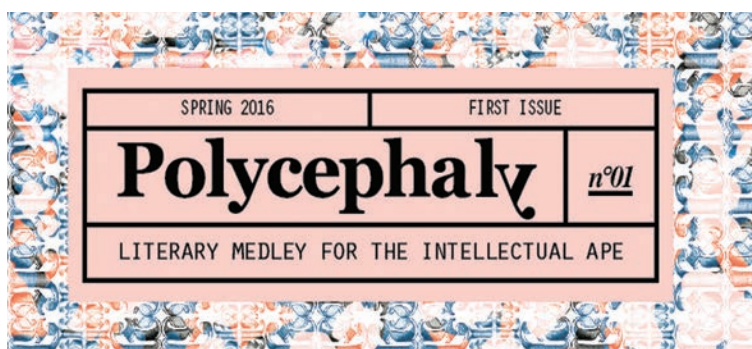
the market is more dominated by lifestyle and visual art magazines, not literary journals.

"There is a gap in the publication market for a good literary magazine—one that is aesthetically pleasing," Bibliowicz said.

Weber's goal is for *Polycephaly* to be distributed worldwide and sold in international bookstores in Europe, as both graphic designers are from France.

Julien Baiaumont, a designer who currently lives in Geneva to finish his university education, said working with Weber and Labelle was interesting because Weber offered a writer's perspective, while Baiaumont and Labelle, who had previously worked together in France on other design projects, brought design and illustrative expertise to the table.

"[Marin] and I are inspired by fashion design," Baiaumont said. "That culture about fashion is omnipresent in our work. In this way we use lots of vivid colors that you can find right now in clothes."



Polycephaly, meaning multi-headed, launched April 10 and features literary work from Columbia alumni as well as writers and designers from around the world.



Aiden Weber, a 2014 creative writing alumnus and director and curator of *Polycephaly*, printed posters advertising the literary journal's April 10 launch.

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DIVERSITY PART II:

LACK OF PROGRESS HURTS EMPLOYEE RECRUITMENT, RETENTION

Continued from Part I, as reported Nov. 16, 2015, by The Chronicle

Story by Megan Bennett
Design by Mitch Stommer

According to recently reported racial and gender demographics, Columbia's faculty, staff and administration reflect far less diversity than that of its student body.

The data, which shows that approximately 50 percent of the student body identifies as white non-Hispanic, also reveal upwards of 80 percent of full- and part-time faculty are white non-Hispanic along with 70 percent of full-time staff, including 14 out of the college's 18 administrators and two of three deans.

While representation is important for students of diverse backgrounds to see among their faculty and staff, it hardly exists, according to Luther Hughes, a senior creative writing major and Student Government Association president. In addition to being the only black student in some of his classes, he has only had one black professor within his own department.

Instead of just teaching about classic black poets like Langston Hughes and Maya Angelou, that professor, C.M. Burroughs, offered a unique perspective within Hughes' poetry workshop course because she taught about black contemporary poets and all the books she assigned were from non-white writers, he said.

"Other than that teacher, I won't get that," Hughes said. "I might get one book, and that book is usually taught in every class as the go-to person-of-color book. It's weird because if I didn't have that class I wouldn't have known how to write from this kind of gauge. I would be taught to write like a white poet."

The college's lack of comparative diversity can indicate that the campus fosters a poor environment for people of minority backgrounds and could stunt the progress of the college's diversity initiatives.

Daryl G. Smith, a senior researcher fellow in the School of Educational Studies at Claremont Graduate University who studies higher education diversity practices, said fostering student diversity and hiring

practices for faculty and staff must be prioritized to ensure proper representation.

"The absence of diversity in leadership begins to raise questions about honest commitment," Smith said.

Columbia's Office of Institutional Effectiveness keeps annual records of the college's demographic diversity based on gender and ethnicity from each fall semester, as required by the federal government's Integrated Postsecondary Education Data System. The data is later posted to the college community online. The most recent data, published in February, reflects the college population at the start of the Fall 2015 Semester.

However, several "clerical" and other errors were found dating as far back as 2012, consequently adding more minorities into certain groups in full-time faculty and staff demographics, some of whom were meant to be listed in the white category and others simply overcounted. The datasets from 2012 and 2014 were updated in March after being questioned by The Chronicle.

College spokeswoman Cara Birch said these mistakes were due to human error after transferring the data from IPEDS to the online datasets. President and CEO Kwang-Wu Kim said the errors are a reflection of a larger issue of miscounting college data.

Of the college populations the demographics measure—undergraduate and graduate students, full- and part-time faculty, and full- and part-time staff—students displayed the most racial diversity.

As of Fall 2015, the undergraduate student body consisted of 55 percent white non-Hispanic students, 15 percent black non-Hispanic students and 11 percent Hispanic students. The graduate student population reported similar numbers, comprising of 56 percent white non-Hispanic students, 15 percent black non-Hispanic students and 8 percent Hispanic students. Student demographics by department were not made available to the Chronicle.

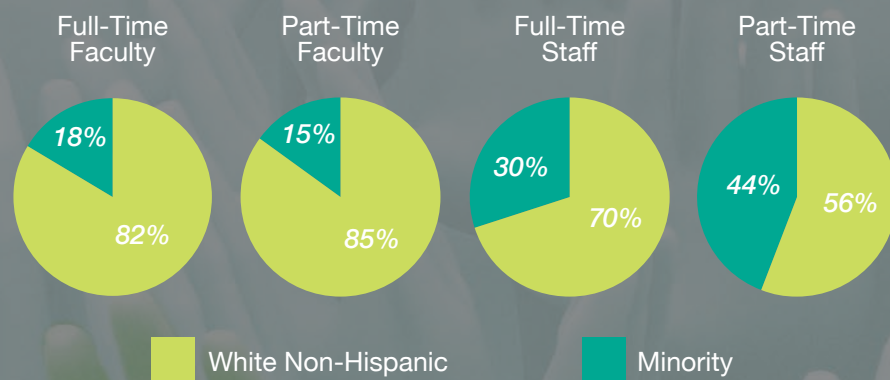
Columbia's administrators, who are recorded as staff rather than faculty, consist of 18 vice presidents and assistant or associate provosts—excluding those who

have left since the Spring 2016 Semester began. They include only three employees belonging to minorities: Sharon Wilson-Taylor, associate vice president and dean of students, Patricia Olade, interim vice president of Human Resources and Cindy Gonya, assistant vice president of Budget, Planning & Analysis.

product of national searches or have higher degree requirements.

Elio Leturia, an associate professor in the Communication and Media Innovation Department and one of 13 Hispanic-identifying full-time faculty members at the college out of a total of 324, said not only can it be "isolating" for diverse

Ethnicity Demographic, Fall 2015



Information from Institutional Effectiveness. Those that chose not to answer were placed into unknown.

Of the school's deans, Onye Ozuzu, interim dean of the School of Fine & Performing Arts, is the only one who is not a white male. However, all of the employee racial demographic data is self-reported and undisclosed.

A total of 82 percent of full-time faculty were white non-Hispanics, with 85 percent of part-time faculty and 70 percent of full-time staff also identifying in the same category.

Columbia's part-time staff workforce most closely mirrored the racial demographics of students. As of Fall 2015, the college's part-time staff is 56 percent white non-Hispanic, 23 percent black non-Hispanic, 13 percent Hispanic and 3 percent Asian. Smith said this could be because more of them were locally hired and they are lower ranking employees, whereas faculty and administrative positions can be the

students to not see representation in their professors, but it can also be a struggle for the faculty and staff members who are minorities.

Leturia, who also teaches the "Reporting for Spanish-Language News Media" course and is one of two Hispanic journalism professors, added that colleagues have said he speaks too often about Latino issues and he now makes a conscious effort to avoid it.

"I make myself not talk about that because I don't want to be seen as imposing a Latino agenda," Leturia said.

Coordinator of Asian-American Cultural Affairs Ramona Gupta said aside from programs offered by the Center for Innovation and Teaching Excellence like "Teaching to Transgress" and "Practicing Diversity," there are no collegewide support services for diverse faculty and staff members. She said she thinks the lack of support systems for people of diverse backgrounds negatively affects the environment for faculty and staff.

Diversity support system services could possibly be a charge for the new associate vice president of Human Resources Kim said he plans to hire soon. However, the position's main charge will be to investigate new hiring strategies, on the heels of the college's recent hiring freeze.

Asked about the disparity in hiring minorities for top positions, Kim said diverse life experience—whether it be due to gender, race or sexual orientation—is an important qualification of candidates, but the college is looking for the most qualified candidate.

"We're trying to find the most qualified people and what I'm thinking a lot about is how do we at the policy level incorporate language around diversity that helps us guarantee a broader set of outcomes than we currently seem to have," Kim said. "We don't have that yet."

Smith said colleges argue that they hire only "qualified" candidates in response to questions about whether they hire women and racial minorities.

"Obviously, you want qualified people and the students want qualified people, but how we understand 'qualified' and the way diversity is played into that is terribly important," Smith said. "It's not just about a box that you put somebody in, but the more you embed that as imperative in your hiring, the more likely you are to get excellent people who know how to help students function in a diverse society and know how to teach in a diverse society."

Smith conducted a study in the late '90s debunking myths about hiring diversity. The study, which Smith said still applies today, rejected claims there is a smaller pool of minority candidates and that it is more difficult to recruit them from prestigious schools, calling them "excuses" that disguise larger issues that can also play out in retention.

There's also a widespread recognition in the many university diversity recruiting handbooks online that search committees must do outreach to seed the pool, so to speak, and Columbia has honored this practice, although a diversity "toolkit" has not been compiled.

Employers cannot wait for potential diverse hires to come to them, according to Nancy Day, a professor in the CMI Department who served as chair of the then-Journalism Department from the Fall 2003 Semester to the Spring 2014 Semester. During former hiring processes, she and hiring committees recruited from several groups that represented people of diverse backgrounds, including the National Gay and Lesbian Journalism Association, Journalism & Women Symposium and several racial minority groups. This resulted in four tenured

faculty hires under her leadership, including Leturia.

"You have to broaden the [hiring] pool," Day said.

Birch said all full-time faculty postings are required to be placed in publications, including *Diverse Issues in Higher Education* and *Hispanic Outlook's* online version as well as the *Chronicle of Higher Education* and *Inside Higher Ed*.

Kim acknowledged the disparity between faculty, staff and administrative diversity and student diversity, but said he does not yet fully understand why it is important for diverse students to see racial and gender representation among their faculty and staff.

"I don't know how important it is," Kim said. "I think it's important but I can't tell you based on what It's important because we want to guarantee our students are being exposed to multiple perspectives, but I don't know if it's actually the case that every student should expect to see someone who they feel represents their experience."

According to Institutional Effectiveness, the college's latest retention rates show that beginning in Fall 2012, the college retained more than 58 percent of white non-Hispanic students while approximately 55 percent of Hispanic and 44 percent of Black/African-American Students remained at the college.

According to Smith, giving students—or even faculty and staff—representation makes them feel less like a "token" and creates an easier journey at the college.

"Part of what happens with sufficient numbers in critical mass is the individual gets to be an individual," she said. "If you're the only one in a group, you become a representative of the group. Who you are as an individual sort of gets lost in all of that."

Sheila Baldwin, a professor in the English Department who teaches several African-American literature classes, said diversity initiatives have been slow at Columbia for several years, but Kim's promise to address diversity and even discussing racial issues at the collegewide faculty forum before the Fall 2015 Semester are positive signs.

"It takes a different kind of leadership to say you're going to put racism on the table," Baldwin said. "It takes leadership to do that. What it says to the campus is, 'Forewarn, [race] is the subject I am going to address.' It was marvelous to hear."

In January, Kim appointed 11 members of the college to a Diversity, Equity and Inclusion committee who will make recommendations regarding the Strategic Plan's diversity initiatives. Chaired by Ozuzu, the committee began meeting March 2 and will continue to do so through May 11.

According to Kim, the group's job will be to analyze the college's current environment and tell him what the best future practices

are. The committee's recommendations will include discussing whether the college should hire a Vice President of DEI outlined in the Strategic Plan. Kim said he is unsure whether one will be hired until he hears what the committee has to say.

Unlike the Strategic Plan implementation committees—which the DEI committee is not part of—the group can continue working together in future semesters, Ozuzu said.

However, the committee's progress has been slow. After beginning work six months after the Strategic Plan implementation committees started, the DEI committee also had its scheduled March 7 collegewide town hall and presentation postponed to April 11, giving the group more time to meet, Ozuzu said.

"It makes sense [for] our presentation to Columbia to happen when we've had a little more time under our belt to know what we're doing," Ozuzu said.

Ozuzu also said the Provost's Office hired the People's Institute—an organization that holds workshops on correcting institutional racism for employers—to visit Columbia beginning in May. Administration, faculty and staff will be given opportunities to work with the organization, similarly to when Ozuzu brought its members to work with the Dance Department in 2013.

"It will very quickly give our working bodies shared language and a rigorous framework to engage one another and get work done versus wondering what each

Gupta said. "We're looking at the systemic problems that exist at Columbia, to look at the structures and how we can improve them so in the long-term we're doing better. It's not a way to address all the issues that are happening right now."

Nic Ruley, an adjunct professor in the Television Department who teaches "Culture, Race and Media," said he does not think the DEI committee will be effective because its members were picked from the self-nominee pool by Kim, and all the members report to him as well, giving the president too much power.

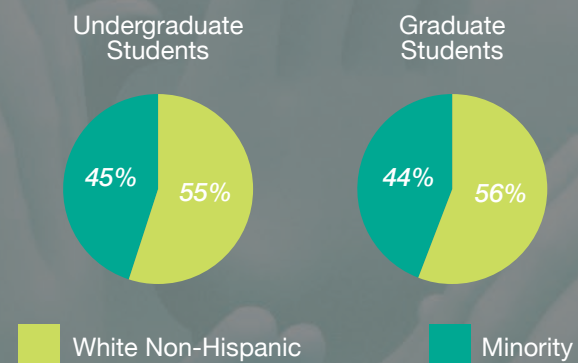
"The very notion that one man hand-picks a diversity council literally spits in the face of a diversity council," Ruley said. "One guy picks a diverse group of people who make suggestions, and then the one guy decides if he's going to take the suggestions or not. That's hard for me to say there's any initiative in place."

Gupta said with the idea that DEI is a "standing committee," she hopes it has full support of the administration to have their voices heard.

"It's my hope that the work that we do and the recommendations we make are honored because I think everyone on the committee understands what the issues are at Columbia," she said. "We're doing it with the best intentions."

While he sees the effort being put forward at the college, Leturia said creating a diverse climate among all members of

Student Ethnicity Demographic, Fall 2015



Information from Institutional Effectiveness. Those that chose not to answer were placed into unknown.

other means by the words we're using," Ozuzu said.

Gupta, who sits on the committee, said she is unsure if the college needs a diversity vice president to make effective change. Gupta said her desire to see urgent changes to the college's approach to diversity has not fully been met by the committee's formation.

"The committee's charge is not to deal with all of the issues in a piecemeal way,"

the campus community will not only take work but a collegewide desire to improve.

"Cultural change is something that's going to not only take time, it has to have support and people who are open to change," Leturia said. "If you're not open to changing, it doesn't matter ... the intention and desire to go there, it is [there]. We need it because if we are diverse, we are going to serve our diverse student body."

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THE BIG READ AT COLUMBIA COLLEGE CHICAGO PRESENTS

Dashiell Hammett's

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The Library will feature clothing and accessories inspired by film noir fashion style, drawn from the Fashion Study Collection at Columbia College Chicago.

MALTESE MONDAYS

7 - 9 pm
Columbia College Chicago Film Row Cinema
1104 S. Wabash Ave., 8th floor
This movie screening series will feature some of the best in film noir. Hosted by Ron Falzone, Cinema Art + Science Faculty, Columbia College Chicago
* April 11, *I Wake up Screaming*
* April 18, *This Gun for Hire*
* April 25, *Laura*

CAMPUS READING GROUP

Wednesday, April 13, 2 - 3 pm
Columbia College Chicago Library
624 S. Michigan Ave., Room 305
Sonja Smalley will lead a discussion on all things *Maltese Falcon*, including themes, writing style, and cultural impact.

KICK OFF: WHY READ THE MALTESE FALCON?

Thursday, April 14, 5:30 - 8 pm
Columbia College Chicago Film Row Cinema
1104 S. Wabash Ave., 8th floor
Julie Rivett, Dashiell Hammett's granddaughter, will discuss how Hammett's life and times influenced the writing of the novel, preceded by a light reception.
Illinois Secretary of State Jesse White is scheduled to make an opening address.

MARCH 17-
MAY 15, 2016**KEYNOTE: MYSTERY WRITERS IN CONVERSATION**

Wednesday, April 20, 6 - 8 pm
Columbia College Chicago Ferguson Theater
600 S. Michigan Ave., 1st floor
Allium Press Publisher **Emily Victorson** will moderate a panel of mystery writers to discuss their writing and the influence of *The Maltese Falcon*.
Panelists include:

- * **Sara Paretsky**, author of the *V. I. Warshawski* novels.
- * **Michael Raleigh**, author of *Peerless Detective* and the *Paul Whelan* mysteries.
- * **Robert Goldsborough**, author of 10 *Nero Wolfe* mysteries and the *Snap Malek* mysteries.

FEMME FATALE FASHION SHOW

Wednesday, April 27, 7 - 9 pm
Columbia College Chicago Library
624 S. Michigan Ave., 3rd floor reading room
The Maltese Falcon is often credited with creating the "hard-boiled detective" archetype, and hand-in-hand is its female equivalent, the *femme fatale*. Students revamp the 1940s film noir aesthetic by creating a contemporary look inspired by *The Maltese Falcon*. This fashion show will feature noir looks, mocktails, runway, music, judges, and prizes.

The Big Read is a program of the National Endowment for the Arts in partnership with Arts Midwest.

All programs are free and open to the public. For more information, contact Molly Hart at mhart@colum.edu or go to library.colum.edu/bigread

SIGNATURE SHOWCASE: THE BIG READ EDITION

Thursday, April 28, 6 - 8 pm
Columbia College Chicago Library
624 S. Michigan Ave., 3rd floor reading room
Be transported back through time with Columbia College Chicago Associate Professor of English Brendan Riley as he portrays early 20th century mystery writer Dashiell Hammett, in conversation with Centuries & Sleuths bookstore owner Augie Aleksy. Join us and watch these local *bon vivants* discuss how *The Maltese Falcon* brought mystery novels into the mainstream. A light reception will precede the program.

MYSTERY DISCUSSION GROUP

Saturday, April 30, 2 - 3:30 pm
Centuries & Sleuths Bookstore
7419 W. Madison St., Forest Park
Join the Centuries & Sleuths Mystery Discussion Group for a lively conversation on *The Maltese Falcon*.

BE SAM/SAMANTHA SPADE: WRITE YOUR OWN MYSTERY STORY

Thursday, May 5, 12 - 3 pm
Columbia College Chicago
623 S. Wabash Ave., 1st floor lobby
Big Read attendees will be invited to write their own short story mystery in the style of Dashiell Hammett on good old-fashioned mechanical typewriters! Stories will be collected and made into a small run artist's book that will be given to participants.

THE BIG READ AT MANIFEST

Friday, May 13, 10 am - 5 pm
Columbia College Chicago Library
624 S. Michigan Ave., 3rd floor reading room
We will conclude The Big Read by participating in Manifest, Columbia's annual arts celebration. Copies of books featured during The Big Read will be available.

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Filharmonic to be 'Pitch Perfect' on tour

» JONATHAN SADOWSKI
CONTRIBUTING WRITER

THE FILHARMONIC, AN a capella group best-known for its fourth-place run on NBC's "The Sing-Off" and cameo in "Pitch Perfect 2," is currently on its "Get Up and Go" headlining tour. The group will make three stops in Illinois the week of April 11 before returning to Chicago later this month.

The music group consists of six Los Angeles-based singers, including VJ Rosales, Joe Caigoy, Trace Gaynor, Barry Fortgang, Jules Cruz and Niko Del Rey.

The Filharmonic formed to participate in "The Sing-Off" in 2013, where its covers of songs like Aerosmith's "I Don't Want to Miss a Thing" and Bruno Mars' "Treasure" earned it nationwide popularity.

"[Cruz, Del Rey and I] are all Filipino, so we decided we were going to [form] a group of all Filipinos [in] the LA area," said Joe Caigoy, the group's self-proclaimed "cuddly bear."

Caigoy founded the group with Cruz and Del Rey and later added the other members: Gaynor at the International Championship of Collegiate A Cappella, Rosales through a local jazz team and Fortgang, a former classmate of Cruz.

"Our very first performance was the first episode [of 'The Sing-Off'], Caigoy said. Then appearing in "Pitch Perfect 2" helped The Filharmonic expand its fanbase.

"At the end of the movie, we represented the Philippines," Gaynor said. "That opened us up to a lot of fans over there. We had our first show there in November. Being



A capella group The Filharmonic gained national attention after competing on NBC's "The Sing-Off" and being featured in "Pitch Perfect 2."

able to put videos on YouTube opened us up to people all over the country."

Gaynor and Caigoy credit The Filharmonic's success to its unique style, which they describe as a mix of high-energy '90s pop with music from today's top 40 charts.

"We bring a lot of energy and dancing," Gaynor said. "We're very '90s inspired. We're a capella, and we're all Filipino. That's our brand."

The sextet has a YouTube channel on which it posts a capella covers of songs ranging from a

Christmas mashup of Mariah Carey's "All I Want for Christmas is You" and Jackson 5's "I Want You Back," to modern singles like "Love Yourself" by Justin Bieber.

"We try to find songs that are a bit ahead of the curve," Gaynor said. "There is a longer turnaround time for doing something a capella. We have to arrange it, record it, produce it, film the music video. That takes about a month."

When The Filharmonic is not working on new covers, competing on TV shows or being featured in movies, the band tours. It has

shared the stage with the likes of Linkin Park and Pentatonix.

"Our very first tour as a group was with 'The Sing-Off Live,'" Caigoy said. "We had to figure out how to save our voices and be able to perform 40 shows in a row. I think our first tour with 'The Sing-Off' was very special for all of us. It was probably our favorite."

Gaynor said college students are the group's largest demographic, so they mostly perform at colleges. The group is working on its own original music and has further plans of touring in the fall.

"A lot of our [covers] are top 40 and '90s party songs," Caigoy said. "The '90s party music was the stuff that we all really enjoyed [growing up], so we're kind of going in that direction with some other things sprinkled in."

The Filharmonic is set to perform April 11 at the Illinois Institute of Technology and return to Chicago April 23 to perform at Loyola University.

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ARTS & CULTURE

PERFORMINK, FROM PAGE 17

Libera said PerformInk coming back means students will now have a central place to find information about auditions and theater news in Chicago. She said for more experienced theater professionals, it provides an amazing opportunity for them to discover things they might not have been aware of before.

"There are a lot of [places that have] pieces of what PerformInk does, but there's really nowhere where it all is," Libera said.

PerformInk is in its third week of operation and publishes its news and postings at Perform.Ink.

zeitel@chroniclemail.com



» ZOE HAWORTH/CHRONICLE

ALLEY, FROM PAGE 18

City Arts, a children's charity that brings innovative art and education to long-term patients in children's hospitals.

Jonathan Heuring, development and communications director at Snow City Arts, said the organization found these series of events fit its mission of bringing the arts to people all over the community. He also said he appreciates the alley events being both unpredictable and inventive.

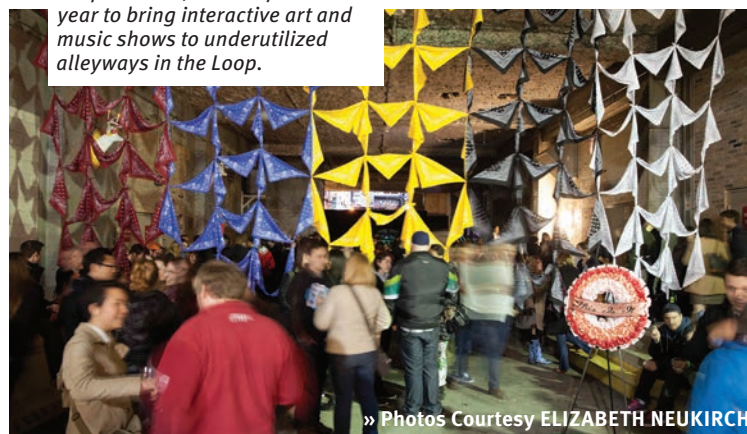
"Some [shows] you can only see once," Heuring said. "It oddly pairs with what we do. We tailor our work to what the situation is. Every day we work is a different and unique experience, and that's exactly what ACTIVATE is as well."

Admission to events is free. Specific details of the May-October ACTIVATE events will be announced two weeks prior to each event. To register, go to LoopChicago.com/Activate.

gsterba@chroniclemail.com



ACTIVATE, a series of the Chicago Loop Alliance, returns for its third year to bring interactive art and music shows to underutilized alleyways in the Loop.



» Photos Courtesy ELIZABETH NEUKIRCH

LIT, FROM PAGE 19

Baiamonte said he and Labelle wanted to make sure the magazine's logo could be a signature.

"When you hear 'Polycephaly,' there is an entire universe that is [created] in your mind," he said.

McKenize Toma, a poet featured in the journal who graduated from California College of the Arts in San Francisco in 2015, said she contributed pieces from an unfinished manuscript and is grateful to have been part of the team.

"Writing has gotten into this world of boundary-less genres where prose can be poetic and poetry can be in a prose format," Toma said.

She said there are not many projects that involve young publishers and writers collaborating, which makes Polycephaly novel.

"Anytime somebody recognizes what you're doing and wants you to succeed, it is a special feeling," she said. "It will reach an audience—which is what you want to do."

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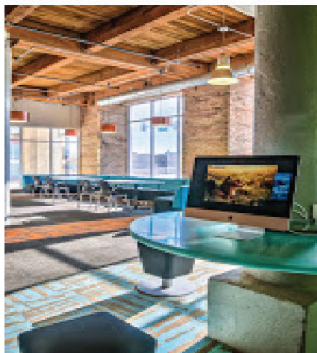
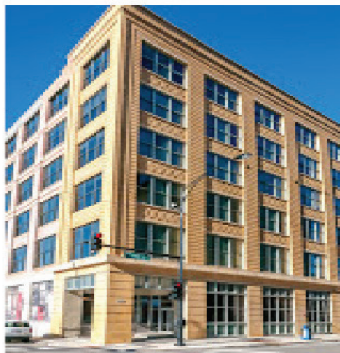
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IN BAD WEATHER?

» PHOTOS G-JUN YAM/CHRONICLE



Traci Myers
junior fashion studies major



"Sneakers."



*"Even in the snow,
I wear whatever I
want."*

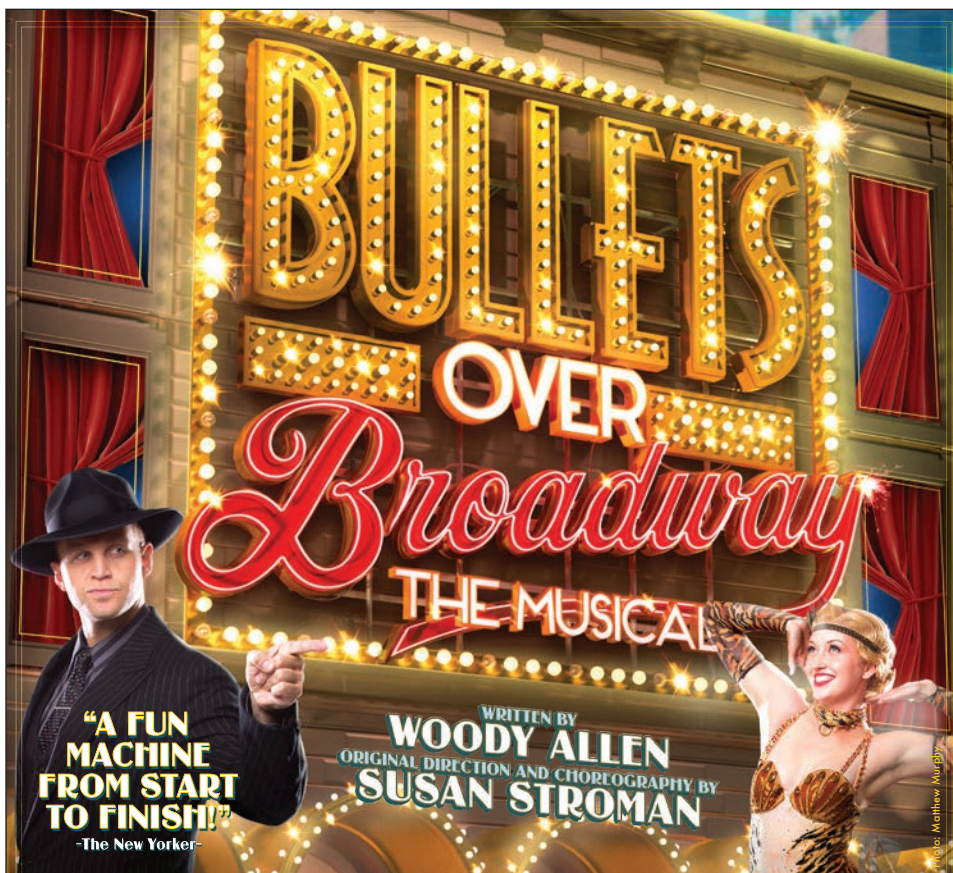


Ran Yan
sophomore fashion studies and cinema
art + science double major



Manal Mirza
senior design major

"Nice boots and accessories."



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Directions:

1. Mix flour, shortening and one teaspoon of salt in a bowl until resembling crumbs.
2. Add cold water until the mixture resembles a dough, then divide into two disk-shaped halves and chill for at least half an hour.
3. Combine cornstarch, sugar, cinnamon and 1/4 teaspoon salt in a large bowl.
4. Add blueberries to the cornstarch mixture, and mix them.
5. Roll out the two halves of the chilled dough to fit your pan, adding small amounts of water to the dough if it crumbles upon rolling.
6. After placing the bottom crust in the pan, fill it with the blueberry mixture, then top with the remaining crust, making sure to cut vents in the top.
7. Bake at 375 degrees for 50–60 minutes.
8. Cool for 20 minutes.



BERRY GOOD PIE

» GRADY FLANARY
COPY EDITOR

If it's vegan, it's healthy." That's what people say—but they lied. While the people who told you that may never have to eat humble pie, you can at least have a humble pie of your

own with this delightful recipe. Cooking vegan seems like it would be a sacrifice, but for pies like blueberry, raspberry and blackberry, cooking vegan is easy. Crusts can be easily created with shortening, and not using an egg wash on your crust is a minor issue at most.

Be warned, however. This pie

can be quite sweet. If you're a fan of a more tart pie that will be less likely to give you a sugar rush, feel free to cut down on the sugar.

So enjoy! Tell yourself it's healthy vegan cooking, but know that is a lie.

gflanary@chroniclemail.com

Ingredients:

- 2 cups flour
- 1 cup vegetable shortening
- 1 and 1/4 teaspoon salt
- 1/4 to 1/2 cup cold water
- 5 cups fresh blueberries
- 6 tablespoons cornstarch
- 1 and 1/4 cups sugar
- 1/2 teaspoon cinnamon

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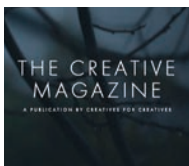
our staff's
top 5 picks:

video & blog reviews



Video: "What's Wrong with Monopoly?"

John Green and his associated YouTube channel, "VlogBrothers," never cease to amaze. Not because either are particularly good, but because of the depths of awfulness they reach. "What's Wrong with Monopoly?" is one of the channel's latest videos and consists of Green complaining about the origin of the game and not actually answering the titular question. Green's video—like he scored the game—is lacking.



Blog: "The Creative Magazine"

Artists, be prepared to feel inspired. "The Creative Magazine" is an online publication for creators by creators, featuring thought-provoking articles, alluring short films and photography. The site was created last January, and with a small team of only eight contributors, content is released every other month.

REASONS I CAN'T WAIT TO GRADUATE

» CHRIS SHUTTLESWORTH
MULTIMEDIA REPORTER

I won't ever have to go to class again:

Don't get me wrong, education is a must. I love learning, but sometimes waking up for 8 a.m. or 9 a.m. classes can be a drag, and I'm always ignoring my alarm clock when it's time to get up. Then when I get to class, I'm struggling to keep my eyes open. Honestly, I would rather wake up at 9 a.m. for a job.

I won't have to balance work and school:

Going to work and school can be difficult. It's like they want me to go to school, pay for it and then get good grades. Once I graduate, I won't have to worry about balancing the two.

I can stay up late and watch sports:

I don't know the last time I watched basketball star LeBron James play in a game. College has kept me so busy that I couldn't even tell you when the NBA's 2015–2016 season ends. Yes, I know—it's that bad.

I can travel the world:

Did you know I've never been on an airplane? But after graduation I'm going to take some time off to and just let my mind, body and soul breathe and relax. Sometimes you have to do something for yourself instead of always doing things for everyone else.

I'm stepping out into the world:

Some of my friends can't wait to graduate, and others are longing to stay so they can use college as an excuse for not finding a job right away. But I'm sure that no matter what happens, it will all work out because worrying is for the birds.

THINGS I REFUSE TO APOLOGIZE FOR

» BRITTANY BROWN
MULTIMEDIA REPORTER

Putting myself first:

Don't let anyone tell you that self-care is selfish. It feels great to help people, but you are your first priority. You aren't doing anyone a favor by ignoring your own health and aspirations. Take advantage of the word "no" and don't be afraid to use it.

My femininity:

I wear dresses. Pink is one of my favorite colors. I get manicures. But none of these things correlate to being weak or stupid. I used to resent these things because I thought you couldn't be a tough girl in kitten heels, lipstick and a short skirt. Film and TV often portray feminine women as unintelligent or vain. Enough is enough.

Dating who I want:

This is a big one. I've had to defend interracial dating more times than I can count. Unless my health or wellness is in danger, I really don't need your input about who's in my life.

Liking pop music:

Or any music, really. I like driving to up-beat music that's fun. Selena Gomez's new album makes me feel powerful. It's OK to dislike things, but you're not special or original for shaming people. It's not getting you anywhere.

My intelligence:

I used to dumb myself down because people made fun of my vocabulary. I kept my love for learning and reading under the rug. Knowledge is power. Embrace who you are.

HILARIOUS PRANKS

» JESSICA SCOTT
MULTIMEDIA EDITOR

You're joking, right?:

I am a total jokester. I love how I can make people mad and laugh at the same time. It's like when you wake up with your hand stuck to your forehead, and everyone is laughing at you and all you can do is laugh too.

Break in:

One day, my friends and I went to a pet shop and bought two mice and one hundred crickets. Then, we set them free in our other friend's apartment. Oops, did I do that?

Dude, where's my car?:

One time I convinced my roommate to help steal my friends' cars. I made copies of their car keys, and when the day came, I stole all of their cars.

Middle school:

In middle school, I used to dial a random number, then quickly dial another random number, then click-back over so us three were on the phone at the same time, but with my line muted and the people on the other end would argue, "Hello?" "Yes." "Hello, you called me!" "No, you called me!"

Headrests:

Some of my friends decided it was time to get me back for all of the pranks I've played on them. They got the keys to my car and took all of my headrests. I did not realize they were missing until I pulled up to a red light and leaned my head back. I was at the stoplight looking like an idiot.



“SUMPIC”



» MCKAYLA BRAID
METRO EDITOR

New app “Sumpic” says it summarizes entire pages of text that users photograph, but the app doesn’t actually work. I tried it on textbooks and regular books but only received jumbled and grammatically incorrect junk. Some of the text made sense, but I don’t believe it to be an accurate summary. It did, however, excel at summarizing the summary page of other reports I had.



“MISSING YOU” MUSIC VIDEO BY ALL TIME LOW



» CAROLYN BRADLEY
CAMPUS REPORTER

All Time Low’s video for the song “Missing You,” released April 5, shows the band members reaching out to fans across the world who say their lives have been changed by its music. It is touching to hear how positively the band’s music has impacted the lives of its fans. The song’s uplifting lyrics are a plus to the video that already is a heart-warmer to viewers.



WEEZER’S “WHITE ALBUM”



» SANTIAGO COVARRUBIAS
PHOTO EDITOR

Weezer released its fourth self-titled album, also known as the “White Album,” April 1. The alternative rock band, led by Rivers Cuomo, got its inspiration from the beach life in Southern California. The great thing about this album is not only are the songs great, but they are faithful to the band’s signature sound of the past 15 years. This is definitely an album for the summer!



RANDOM

STOPPING TIME



» GRADY FLANARY
COPY EDITOR

Piper from “Charmed,” Zack from “Saved by the Bell,” DIO from “Jojo’s Bizarre Adventure.” Stopping time has got to be the coolest of all supernatural powers. In addition to the ease at which you could mess with people, it’s also secretly the ability to teleport. Freeze time; walk 10 feet forward; unfreeze time. Boom. Teleported. It’s a great two-fer.



“MIITOMO”



» GRADY FLANARY
COPY EDITOR

Nintendo’s “Miitomo,” now available on iOS and Android smartphones, is the company’s first foray into the world of mobile gaming. The app user designs an avatar and answers questions which are then shared with connected friends. Unfortunately, there is little else to do, so the novelty can quickly wear off. The Miitomo app is worth a download, but do not expect a long-lasting experience.



“BRIDGET JONES’ BABY” TRAILER



» ANDREA SALCEDO LLAURADO
CAMPUS REPORTER

Bridget Jones is back, and if you thought she already had enough problems with her romantic life, you should check out what’s next. When she thinks she’s making the most of her single life and her new TV producer job, the trailer released March 23 shows her confronted with an unexpected baby bump. With Ed Sheeran’s special appearance and more comedy than ever, this is definitely on my to-watch list.



MUSIC

“AIN’T YOUR MAMA” BY JENNIFER LOPEZ



» MARIA CARDONA
PHOTO EDITOR

Jennifer Lopez is the Latin queen—right after Selena, of course. Her new song, released April 7, “Ain’t Your Mama,” is catchy and she actually sounds like her earlier releases. While some fans are conflicted about her recent work, Jenny from the Block will never get old. Like she keeps saying, she “ain’t your mama,” so don’t judge her—not to mention the beat is killing it too. It’s the perfect song to play while driving in the car.



RANDOM

ROBBIE TURNER ON “RU PAUL’S DRAG RACE”



» ARABELLA BRECK
OPINIONS EDITOR

Five episodes into the latest season of “RuPaul’s Drag Race” and this queen has still not been eliminated. Her old Hollywood style brings nothing interesting to the show, and she has yet to show any charisma, uniqueness, nerve or talent. Why did RuPaul let someone creative and unique like Acid Betty go home and not her? I am ready for Robbie to lip sync for her life and go home.



What is a student center without students?

While the state continues to function without a budget, Illinois colleges must choose whether or not to fund students' Monetary Award Program grants for a second academic year. These state-funded grants for low-income students can make or break their ability to attend college at all.

Some schools, such as the Illinois Institute of Technology, are seeking repayment of funds advanced in Fall 2015, while wealthier schools, such as Northwestern University, have no problem making up the deficit. Columbia has already funded MAP grants for the 2015–2016 academic year, but the college announced on April 4 it is unable to fund grants for the 2016–2017 year, as reported April 4 by The Chronicle.

If the state budget is not finalized by the start of the next academic year, Columbia's decision not to fund MAP grants could have drastic consequences.

Ultimately, it is the state's responsibility—not the college's—to pay for these grants. However, a college exists to support its students, and the decision not to fund MAP grants for the next academic year should not be taken lightly.

In the April 4 article, President and CEO Kwang-Wu Kim said in making this decision, the college is trying to find the balance between "protecting students and keeping the college moving toward the things we're all excited about."

These comments suggest the college has an existence apart from its

students. But, with no students, there could be no college, so Columbia must consider and cater to the needs of its students above all else.

Regardless of Columbia's harrowing financial situation, it is difficult to accept that the college can find ways to raise funds for the student center but is not making financial aid its top priority.

The college has resources like the Office of Development and Alumni Relations, which has the mission of raising "funds in support of the people and programs that make Columbia College Chicago an exceptional institution."

The Office of Development and Alumni Relations should make finding ways to make up for lost MAP grants a priority.

Columbia's mission statement defines the college as "an urban institution whose students reflect the economic, racial, cultural, and educational diversity of contemporary America."

MAP grants allow students from diverse economic backgrounds to attend college. Discontinuing the funding of MAP grants will likely prevent many current students from continuing their Columbia education and discourage prospective students from enrolling here.

While the college could not estimate how many students at Columbia would be eligible for MAP grants during the next academic year, more than 1,800 current students received MAP grants for the 2015–2016 academic year, as reported April 4 by The Chronicle.

Columbia provides scholarships and financial aid for students independent of MAP grants. One solution is to offer more need-based scholarships at Columbia, but reducing funding for students who get academic scholarships should not be the result.

Students who get academic scholarships, while they may not be eligible for need-based aid, should be able to rely on those scholarships to pay for college.

The decision is difficult to make, but if putting something like the student center on hold would mean the college could pay for MAP grants, it is the best solution.

The goals of the Strategic Plan are laudable and the center will greatly enhance student life, but a commitment to a student-centered institution requires constant assessment of students' needs and the plans to address those needs.

The administration should seriously reconsider its decision to restore MAP grant funds for only one year.

Family, medical leave should not be an 'FML'

Family and medical leave policies in the United States have historically been inadequate, especially compared with those of other countries, such as the United Kingdom.

New York recently took a step toward the international standard of family and medical leave by passing a law as part of its March 31 budget that entitles full-time and part-time workers to 12 weeks of paid leave if they have been with a business for at least six months, according to an April 1 New York Magazine article.

The plan will begin in 2018 with a guarantee of 8 weeks' leave at 50 percent salary, reaching the full 12 weeks' leave at 67 percent salary in 2021, according to an April 1 article from Vox.com.

Like its federal predecessor, the Family Medical Leave Act of 1993, the New York law recognizes that both men and women need to have the opportunity to take time off to bond with a newborn, adopted or foster child or to care for a sick parent or relative.

But having the right to take time off and being able to afford to do so are different things. With the unpaid federal policy, those who qualified for leave often failed to take advantage of it because of the financial hardship.

The New York law has been criticized as unfair because it does not offer exemptions for small businesses. In other family and medical leave policies that have required contributions from

employers, small businesses have said the policies would drive them under.

"[Small business owners] look like we are somehow pitted against the very people we day in and day out support with a paycheck," said Small Business Commission Chair Mark Dwight, founder and CEO of Rickshaw Bagworks, in a March 30 article from The San Francisco Examiner.

The proposed policy in San Francisco about which Dwight was speaking, would require businesses with 20 or more workers to fund 45 percent of pay for six weeks of family and medical leave. Small business leaders criticized this, citing it as another mandate small businesses have to overcome in order to stay afloat.

The policy in New York will not use taxpayer or employer money but will instead be based on an insurance model in which employees pay approximately one dollar per paycheck, according to the Vox.com article.

The policy raises some concerns about fraud and systemic abuse. Similar

programs such as worker's compensation, carry the risk of fraudulent claims. However, the benefits of providing such a program far outweigh the risk of abuse.

The Working Families Task Force in Chicago released recommendations April 4 for reforming sick leave policies in Chicago, which included allowing people to accumulate sick days and put them toward family and medical leave. This policy is obviously not as advanced as New York's, but it does spark a discussion about policy reform.

Reforming family and medical leave policies is necessary, and New York's policy could be used as a model for such reform. As the most progressive policy in the United States right now, it raises the standard for other states' policies.

Taking steps to reform policies on a city and state level is beneficial, but only to some. Every worker in the United States should be guaranteed the same opportunity to have both a rewarding work life and family life.

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Did you catch a mistake, think we could have covered a story better or have strong beliefs about an issue that faces all of us here at Columbia?

Why not write a letter to the editor? At the bottom of Page 2, you'll find a set of guidelines on how to do this. Let us hear from you. —**The Columbia Chronicle Editorial Board**



COMMENTARY

Women have the balls for sports

» ARABELLA BRECK
OPINIONS EDITOR

The U.S. women's soccer team won the Women's World Cup in July 2015, receiving \$2 million as prize money. This may seem like a lot, but it's an embarrassment compared to what men's teams earn.

A year earlier, the men's team made it only to 11th place in the World Cup yet received an award of \$9 million, according to a March 31 article from Money.com. The men's World Cup winner, Germany, took home \$35 million.

The U.S. team's winning match at the Women's World Cup attracted the largest audience for a televised soccer game in the U.S. and had record ratings in Japan, Canada, France, England and China, according to a July 11, 2015, article from the Los Angeles Times.

Members of the women's soccer team are now filing a wage discrimination complaint with the Equal Opportunity Commission and rightfully so. These women have not been paid as well as Olympic- and World Cup-winning athletes should be.

Gender inequality in soccer compensation is not limited to the U.S. teams. Men's teams played for a total of \$576 million in World Cup prizes in 2014, while women's teams played for a total of \$15 million in 2015, according to a July 6, 2015, article from The Washington Post.

If sports organizations want to commit to equality, they need to start dedicating comparable resources to women's teams, especially now that these athletes have proved their place in the world of sports.

Many would claim the disparity in compensation is justified because men's sports have historically been more popular. That argument overlooks the historical exclusion of women from professional sports.

Defenders of the status quo also point out that the Women's World Cup in 2015 produced \$17 million in ads for Fox—a fraction of the \$529 million that ESPN made from the men's World Cup in 2014, according to The Washington Post article.

It is not that Fox received less money than ESPN because the games were viewed less or because women's

sports are less popular among viewers, and the ratings prove that. The network made less money because fewer people are interested in investing in the Women's World Cup.

Women in sports are not given the opportunity to thrive, but they still succeed. If the women's team has achieved success with such limited support, imagine what it could do with equal resources.

The way the World Cup compensates teams demonstrates how FIFA views women's teams. The members of the men's teams are paid whether they win or lose, but the women's teams are only paid if they win.

This system is no longer about rewarding what is popular—it simply allows unjustifiable discrimination to continue and perpetuates the practice of forcing women to prove something to find a place in the professional sports world when men's teams are awarded respect, compensation and resources automatically.

abreck@chroniclemail.com

STUDENT POLL

What do you think about Columbia's decision not to fund MAP grants for the 2016-2017 academic year?

"[Columbia] is doing a disservice to many people. So many people want to be creative and further their education."



AARUN SIMON
junior business & entrepreneurship major



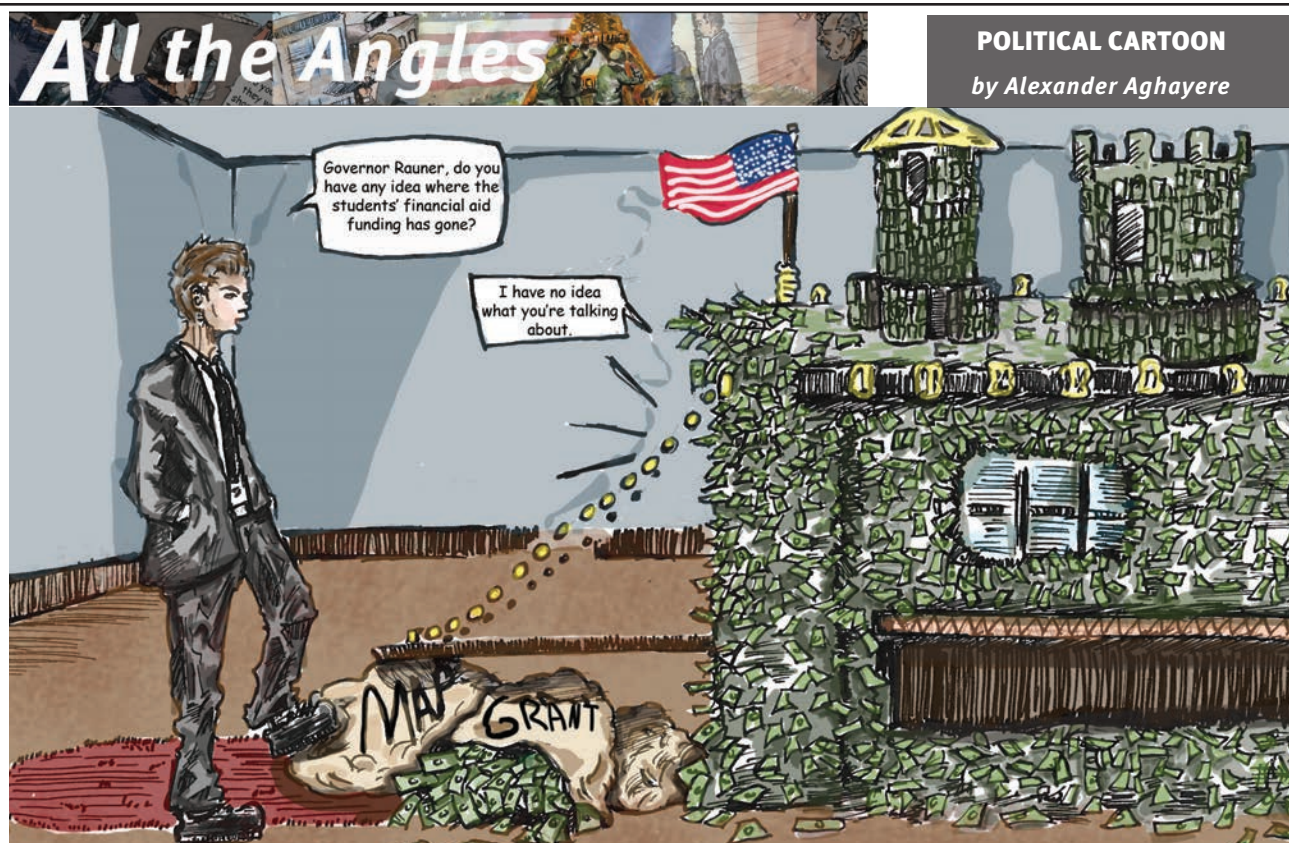
ANDREW CARELLA
senior design major

"Knowing that there's one less outlet [for financial aid] is upsetting, especially since tuition goes up constantly."

"It is disappointing that they didn't decide to fund them. If someone wants to use that grant they should be able to."



DANIELLE DEASLEY
freshman journalism major



POLITICAL CARTOON
by Alexander Aghayere

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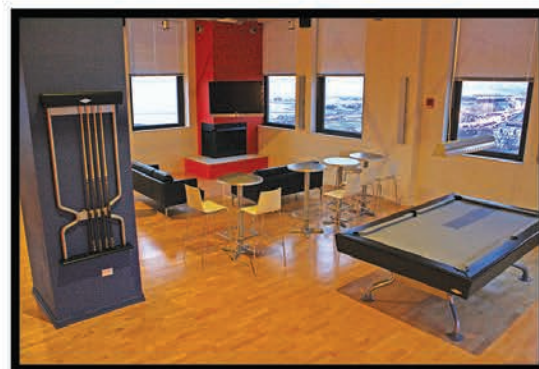
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Task force prescribes more paid sick days

» MCKAYLA BRAID
METRO EDITOR

THE CITY OF Chicago's Working Families Task Force released its recommendations April 4 for more paid sick leave, paid family and medical leave and considerations of measures that will increase schedule predictability for shift workers.

According to the report, the task force spent six months developing recommendations. Nearly 82 percent of people who voted in a nonbinding referendum held in February 2015 favored paid sick days for workers city-wide.

"[We] want to do what's right for people in Chicago and make sure this city is paying attention to the needs of its working families," said Anne Ladky, co-chair of the Working Families Task Force and executive director of Women Employed.

Ladky added that workers need more access to paid sick days so they do not have to choose between their health and employment.

The report recommends that workers earn sick time at one hour for every 40 hours worked, meaning they could earn and use up to five sick days per year.

It also recommends allowing employees to use a portion of their earned paid sick time toward family and medical leave, and according to the report, the measure applies only to companies subject to federal FMLA requirements and eligible employees. Specifically, qualified employees could accrue up to five days of sick leave for FMLA purposes. The report says examples of these reasons would be the birth of a child or the treatment of a serious illness.

As far as schedule predictability for hourly workers, members of the task force said they need to do more research before making a recommendation but want to continue the conversation with employees and employers.

Ladky said the choice for employees is difficult when deciding whether to work or stay home when they are sick.

She said workers have to decide whether to "drag themselves to work" and possibly infect their co-workers or stay at home, unpaid, because they are too sick to work, which, she said, can get employees fired.

"They're basically choosing between meeting their basic needs and taking care of their health—and some people can lose their jobs for that," Ladky said.

For Tanisha Johnson, a working mother of three, that choice is one she is forced to make. Johnson works at a nursing home where she is only allowed to miss a limited number of days before she is written up and potentially fired.

"But if my baby is sick, I have no choice but to call off," Johnson said.

Johnson said it is unfair that she is penalized for taking time off when salaried workers get paid the same amount whether they take sick days or not.

Lakesia Collins, who also works at a nursing home, said she has often gone to work sick because she cannot afford to take days off.

"We can't afford to lose one day," Collins said. "It is a hard choice, but it's something we've become immune to."

As a health care worker, going to work sick is dangerous to her patients, she said.

"We have to choose whether we stay at home and take care of ourselves or go to work and work [miserably] while we're taking care of somebody else, who we could possibly be putting in danger. Some of our patients have cancer, and they're already older; their immune [systems are] weaker," Collins said.

Some organizations, like the Illinois Retail Merchants Association and the Chicagoland Chamber of Commerce, are against the working groups' report, which they called "skewed," according to an April 2 press release.

"Businesses are at a tipping point and these proposals will only exacerbate the problems facing employees looking for more hours and higher wages. We cannot provide the jobs, pay the wages and invest in local communities while City Hall layers on one cost after another and chases sales out of the city," said Rob Karr, president and CEO of Illinois Retail Merchants Association, in the release. "These policies will not result in more jobs being created or higher wages—just the opposite. City Hall needs to remember the overwhelming majority of Chicago's business owners are working families, too."

In addition to concerns about affordability, some are worried about what the recommendations mean for the

number of jobs available to young people and teens.

"Young people looking for first jobs to gain valuable experience in the workforce are some of the unintended casualties of these types of unaffordable mandates," said Theresa E. Mintle, president/CEO of the Chicagoland Chamber of Commerce, in the release. "Teen unemployment will absolutely worsen when employers have fewer dollars to budget for salaries."

The report published by the Working Families Task Force does list concerns raised by the members about the impact of its recommendations on small businesses.

The report states members were sensitive to the concern of small- and medium-sized businesses and would have liked ranges to be based on the size of employment.

Ladky said there will be arguments about the expense of paid sick days and whether the recommendations are burdens to employers, but the recommendations are inexpensive and need to be implemented.

Ladky said the next steps are to turn the recommendations into an ordinance that could be passed as soon as this spring.

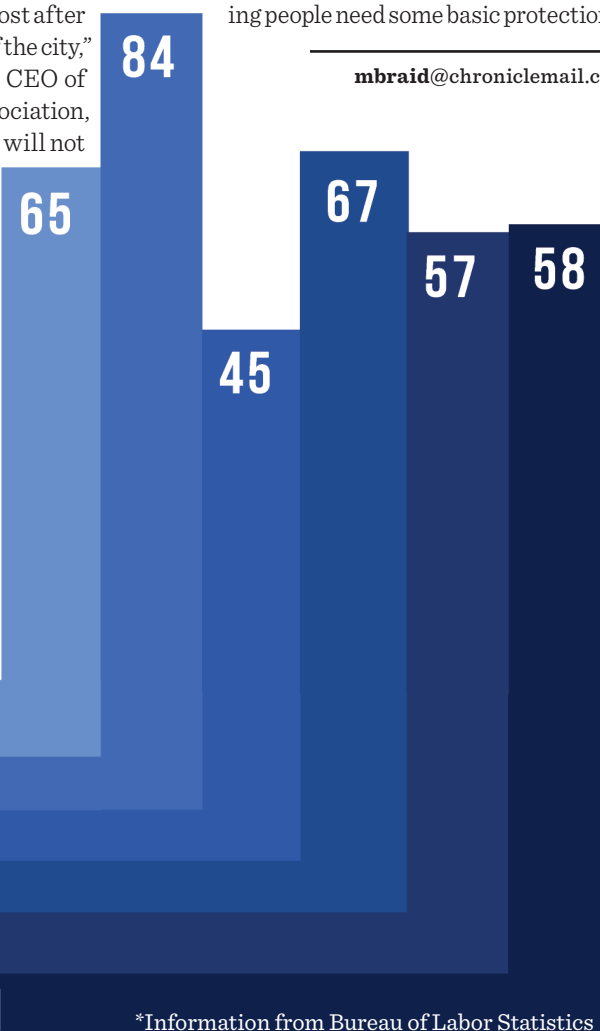
"There's going to be opposition—there's no question—but I think people understand that the time has come," Ladky said. "It's simply recognizing that there's an area where working people need some basic protections."

mbraid@chroniclemail.com

ACCESS TO PAID SICK LEAVE BASED ON JOB CATEGORY BY PERCENTAGE

» SARAH IMPOLA/CHRONICLE

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*Information from Bureau of Labor Statistics

Riverview Bridge to soar over Chicago River

» **JAKE MILLER**
CONTRIBUTING WRITER

PLANS FOR AN Avondale bike trail that will stretch across the Chicago River are beginning to move forward.

Originally presented in 2012 by the Chicago Department of Transportation, the plans proposed connecting Clark Park, 3400 N. Rockwell St., and California Park, 3843 N. California Ave.

The Riverview Bridge, called the Addison Underbridge Connector in the proposal, will create a multiuse trail for cyclists and pedestrians that will begin on the Chicago River's east embankment at Clark Park. The trail will cross over to the river's other side at the Addison Street Bridge.

The trail will stretch approximately one mile and be suspended

as high as 16 feet above the river in some locations, according to documents from the City of Chicago's website.

Construction on the trail is anticipated to begin in winter of 2016, said Susan Hofer, spokeswoman for the Chicago Department of Transportation.

The project fulfills residents' needs to leave the urban environment and reconnect with nature, which promotes health, recreation and community involvement, said Margaret Frisbie, executive director of Friends of the Chicago River, a volunteer organization dedicated to revitalizing the Chicago River.

Morgan Bryan, a local resident, said he is excited about the trail's development.

"I have a family—two young daughters and a wife—and we have



» Courtesy CHICAGO DEPARTMENT OF TRANSPORTATION

The Great Rivers Chicago project is an initiative that envisions a continuous trail along the entire Chicago River system in the future. This will be achieved by developing new trails as well as strategically linking existing trails.

to throw our bikes on a rack and go up north somewhere to be able to ride safely away from traffic," he said. "If we could have something on the river that's completely away from cars, I would be very happy."

Bryan also noted he could commute to work on the trail in addition to using it for recreation.

While developments along the natural landscape occasionally

incite criticism, the river bank the Riverview Bridge would be constructed on is largely uninhabitable, Frisbie said.

"This project actually opens up the river and improves it rather than fencing it off or making it less accessible," she said.

Peter Schlossman, president of the Horner Park Advisory Council, said some residents

were concerned about the path's design. Some parents are worried that if the curves are too steep or the corners are too sharp, children playing along the trail may be exposed to dangerous bicycle traffic. However, Schlossman said this concern is minor.

Horner Park, a neighborhood north of the Riverview Bridge, will also begin construction on

SEE TRAIL, PAGE 39

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Cosmic Bikes gives cycling duo fresh start

» SPENCER HALL
ARTS & CULTURE EDITOR

THE CLOSING OF Rapid Transit Cycleshop last February deflated the city's cycling community like air rushing out of a flat tire.

However, just weeks later, Justyna Frank and Chris Stodder, the husband and wife co-owners, announced plans to open Cosmic Bikes, 4641 N. Milwaukee Ave., in Chicago's Jefferson Park neighborhood with hopes to open its doors by late April.

Located in Wicker Park, Rapid Transit was widely regarded as one of Chicago's first shops to feature bicycles as a means of transportation rather than a mere recreation. Since the store opened in 1994, the city's cycling community has grown exponentially and similar cycling shops have opened,

including Blue City Cycles, 3201 S. Halsted St., and Boulevard Bikes, 2535 N. Kedzie Blvd.

Adam Petriatis, a salesman at Boulevard Bikes and former employee of Rapid Transit, said while the old shop was a casualty of rising rent rates and neighborhood gentrification, the opening of Cosmic Bikes is a way for Frank and Stodder to spread the cycling movement to a new area.

"Prices will rise until people are priced out, and the cycle will keep repeating," Petriatis said. "It's a bummer what Wicker Park is turning into. But it means the creative people will just do cool things elsewhere."

When Rapid Transit first opened, Wicker Park was a completely different neighborhood, Frank said. Still a slightly grungy, edgy area, the neighborhood was

» Courtesy JUSTYNA FRANK



Wicker Park staple Rapid Transit Cycleshop closed after more than 21 years last February due to financial problems.

a far cry from the "Saved By The Bell"-themed cafes and frozen yogurt shops that line the sidewalks today.

"I guess we were seen as the 'gentrifiers' at the time," Frank said.

"The difference between what was happening then and what's happening now is the businesses that were moving in were locally owned. Right now, you see a lot of banks and national chains. That's

quite a difference from what it was 20 years ago."

Bicycle ridership has not always had the biggest fan base throughout the city, Frank said. Anti-bike lane sentiment

SEE BIKES PAGE 39

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» MCKAYLA BRAID
METRO EDITOR

Dwayne Bryant serves as president of Inner Vision International, an organization dedicated to inspiring youth to pursue their education and dreams. Bryant said his organization has worked with 15,000 students, more than 1,250 parents and an estimated 1,000 teachers. Bryant's life motto is "Before you can change the world, you must change your vision," he said. He is the author of a new book "The STOP: Improving Police and Community Relations" and said he hopes it will raise consciousness and help people live their best lives.

Bryant spoke with The Chronicle about the importance of education, his organization and his new book.

THE CHRONICLE: What inspired your organization Inner Vision International?

DWAYNE BRYANT: To motivate

and inspire young people to get excited about their education, to get excited about their futures and to motivate them [to] maximize their education—to graduate from high school and go to college or the military and from there to become productive citizens in life.

Who inspires you?

My mother inspires me. People like Steve Harvey inspire me. My students inspire me because sometimes it seems like "Man, things are getting worse," but then someone will come with an answer or a change in attitude [and say] "I believe I can do it," and it's like yes, they're getting it. Even students that I've had for years—they come back and say "Thank you so much."

What resources does your organization provide Chicagoans?

We have a new book, "The STOP: Improving Police and Community Relations." We have the STOP workbook, where parents, teachers, students and law enforcement can



» Courtesy DWAYNE BRYANT

Dwayne Bryant, president of Inner Vision International, said his goal for his organization is to get young people excited about pursuing their education and dreams.

engage in constructive dialogue and learn how to create mutual respect. We also have curriculum and goalsetting, time management, conflict resolution, bullying [and] study skills. Either I or anyone on my team go out and implement workshops, or we can train [people].

What issues does your new book touch on?

Everyone—police and community—[is] responsible for creating an atmosphere of respect when engaging with law enforcement. Part of it is knowing what your rights are; part of it is knowing what police's rights are. Part of it is understanding that you have power during the stop, [and you] help determine the outcome.

What I also try to do in the book is to raise people's consciousness of creating the type of life they want by maximizing their education. I share throughout the book my journey as a student: When I started, my grades were not great. When I began to learn my history, my attitude changed; my desire for knowledge

changed. I wanted to be a better person and that was through understanding my heritage. The book is about seven personal encounters I've had with law enforcement; some were good; some were not great. However, I've never been arrested [and] do not have any criminal history, so I'm sharing with people options of being a better person.

Why is it important to encourage kids to learn and pursue their passions?

I think the majority of students do not have parents who graduated from college, so when you don't have those conversations in your home, you're not getting those conversations. Someone [like myself], who did go to college on full scholarship, can speak powerfully to the young people to get them inspired; there's a direct correlation between your education and your income, so if you want to make a good life for yourself, education is a part of it.

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The Riverview Bridge may also stimulate commerce and tourism in the area, said Margaret Frisbie, executive director at Friends of The Chicago River.

TRAIL, FROM PAGE 34

a new bike path in 2017 that will run underneath the Irving Park Bridge to coincide with renovations that mark its 100th anniversary, Schlossman said. There are currently plans to connect the two trails to create a continuous path.

The Riverview Bridge is financed by federal, state and local funds, according to Hofer. She added that a total price cannot be tallied until a contract has been awarded for construction. However, a Chicago Department of Transportation

presentation estimated the cost at \$9.5 million.

Frisbie added that many would like to eventually see a single, continuous trail running along the entire length of the Chicago River system.

“There’s a whole system of trails throughout the city, but you have to ride on streets alongside cars to get to them, and it’s very dangerous,” Bryan said. “I can’t image this trail being a negative. To this day, I can’t believe we don’t have something along the river.”

dmiller@chroniclemail.com

BIKES, FROM PAGE 36

abounding. For example, uproar ensued from a 2014 proposal by Alderman John Arena (45th Ward) to create safer bike lanes. The influx of Divvy Bikes has also

made cycling’s appeal far from universal in the city.

“That bicycles are not welcome as viable vehicles everywhere in the city is no news to us,” Frank said. “We have been dealing with that as long as we’ve been in the

business. That’s not necessarily a deterrent. It’s a reality in every neighborhood. Certain people have the mindset that bicycles don’t belong on the street.”

The Jefferson Park cycling community is far smaller than that of Wicker Park, but Stodder said he is hopeful Cosmic Bikes will appeal to the neighborhood’s under-served cyclists.

Stodder said he sees Cosmic Bikes as a fresh start. After running Rapid Transit for more than 21 years, he remains sentimental about the old shop. But at the same time, Stodder said the thrill of having a new slate still has not dissipated.

“I still feel like I have something to contribute to the cycling community,” Stodder said. “It’s all happening in a period of months, and I’ve had this range of emotions of dread and terror to hopefulness. I haven’t completely stopped mourning the loss of Rapid Transit, but I’m starting to feel good about Cosmic Bikes.”

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» Courtesy JUSTYNA FRANK



Justyna Frank and Chris Stodder hope to open Cosmic Bikes by the end of April.

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